



UNIVERSITY OF TORONTO

Bulletin



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Renovation, URIF grants announced

AN OVERHAUL of the east wing of the Mining Building on College St. and King's College Rd. is expected to start this spring with the help of a \$6.7 million grant from the provincial government.

At a Feb. 2 press conference, Sean Conway, minister of colleges and universities, and Ron Kanter, MPP for St. Andrew-St. Patrick, announced the grant as well as 11 University Research Incentive Fund (URIF) grants totalling \$1.12 million.

Both provincial grants build on the idea of university-industry partnership, said Conway. In the URIF program, the government matches the amount invested by the private sector dollar for dollar. The fund, started in 1985, announces winners three times a year.

The Mining Building renovations, which should be completed in less than two years, will also receive \$2.7 million from Breakthrough and \$1.6 million from two provincial centres of excellence that will occupy the facility.

With the most recent government announcements, public funding for Breakthrough projects amounts to \$75.7 million, said Mary Alice Stuart, chair of the fundraising campaign. Private donations are up to \$81 million.

The Mining Building was vacated by the Department of Geology last year when the Earth Sciences Centre opened. Following the renovations, it will accommodate the Ontario Centre for Materials Research, the Manufacturing Research Corporation of Ontario and the Institute for Space & Terres-

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U of T releases RCM deed

By Gay Abbate

GOVERNING Council has agreed, by a narrow margin, to hand over to the Royal Conservatory of Music (RCM) the deed to McMaster Hall and its Bloor St. property.

The close vote, 20 to 17, at Council's Feb. 8 meeting, approves the transfer of title but stipulates the site and building be used only for RCM programs. U of T has reserved "buy-back rights" for \$10 million, escalated for inflation, should the conservatory ever decide to sell. The contract also protects access to Philosopher's Walk.

The decision ends almost six years of uncertainty about the conservatory's future. In 1985 Governing Council approved the separation in principle, but the two parties were unable to agree on the terms.

RCM acting principal Gordon Kushner said ownership is essential in order to borrow money and raise funds for necessary repairs.

The outcome of the vote was uncertain. While the agreement had been endorsed by the Academic Board in December, it was rejected by the Business Board as an unwise business decision.

In an attempt to sway the vote in favour of the conservatory, President George Connell spoke of the University's moral responsibility to compensate RCM. In a 1954 union between the two, the University obtained from the conservatory valuable land — which it later sold to Ontario Hydro for a substantial profit

**Council votes
20 to 17 in
favour**

— at College St. and University Ave. "The University has an obligation to set the conservatory free on the same terms it had when it came in — as an independent institution with its own building on its own land on a prime site in downtown Toronto."

Concern about relinquishing the Bloor St. property almost defeated the motion. While supportive of the separation, some members said they could not endorse giving away land which has been valued at \$11.8 million. Redevelopment

potential could increase this to \$26 million, said alumni representative Brian Hill.

Rob Behboodi, a full-time undergraduate representative, told members they were elected or appointed to be trustees for future generations of students not "to supervise the dismemberment of the University."

Opponents argued viable alternatives had not been adequately studied because of the conservatory's position that it would only accept outright ownership of McMaster Hall. U of T had offered the conservatory \$10 million in lieu of the

See NEEDS : Page 2

President hopes for pension divestment

By Karina Dahlin

PRESIDENT George Connell says he would like the University's pension fund to dispose of its South African investments before the end of the month. At the Feb. 8 meeting of Governing Council, he said he hoped divestment could be accomplished without a survey of individual members.

The divestment process is being delayed because of difficulties in determining whether each member of the pension plan has to be surveyed or whether consent from groups representing the members is sufficient, Connell said. The former method involves some technical

difficulties, he told Council. "We hope within two to three weeks or follow the shorter route."

Connell said he instructed the administration to start work on divestment immediately after provincial legislation was passed in December 1988. The Act Permitting Trustees & Other Persons to Dispose of South African Investments makes it possible for managers of pension funds to abandon South African investments without being liable for financial losses. But divestment can only take place if a majority of the plan's members agree.

See PROTESTERS : Page 2

Budget means cuts in enrolment

AN ENROLMENT decrease of about three percent — more than 1,500 students — is expected over the next six years.

This forecast, included in the University's budget guidelines, is part of the University's strategy in dealing with an expected \$17.5 million deficit in 1990-91.

The guidelines, adopted by Governing Council at its Feb. 8 meeting, sug-

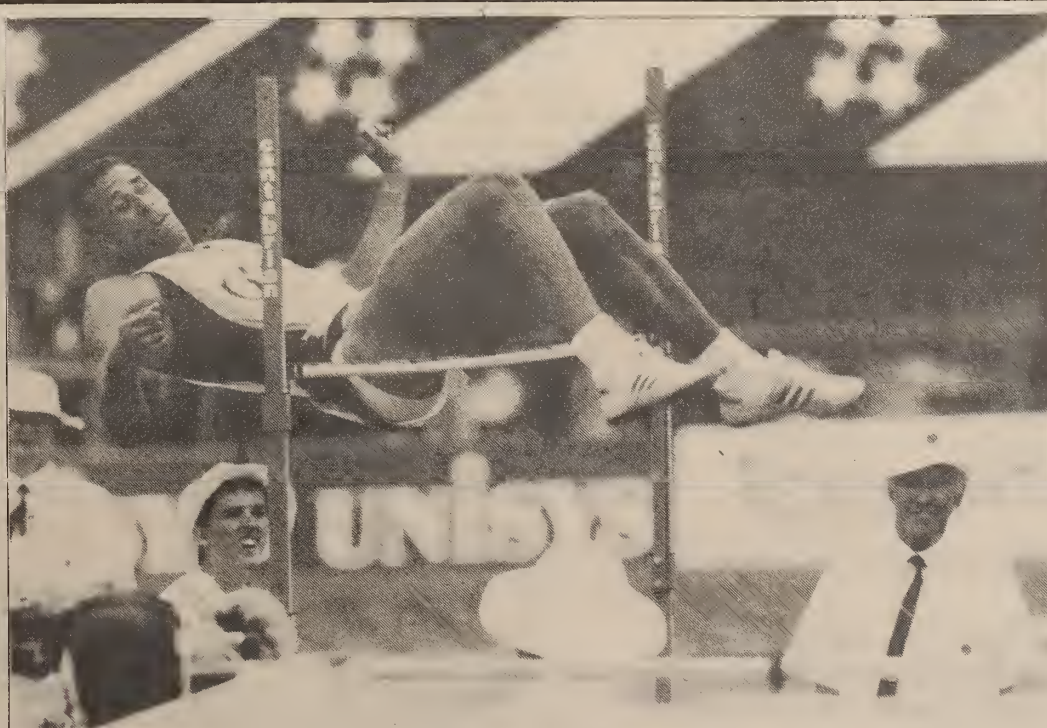
gest enrolment reduction be concentrated in certain programs — none is specified — to allow others to maintain or increase their current admissions. They also recommend that funding for costly, low-enrolment programs be limited to those of a high quality with social relevance and that there be a shift from public to private funding for such programs.

President George Connell, who called

the enrolment decrease "moderate," said institutions may be forced to make drastic admission cuts in the future if the government doesn't provide more funding. However, that would only be a last resort. He hopes the problem will be resolved before reaching that stage.

In a submission to the province's Standing Committee on Finance & Economic Affairs, Jan. 22, a representative of the Council of Ontario Universities (COU) said enrolment cuts would be considered with "extreme reluctance." However, the government's lack of sufficient funding leaves institutions with very little manoeuvring room, said

See ADOPT : Page 2



Airborne

New College student Michael Smith demonstrates his gold-medal form in the decathlon's high jump at the Commonwealth Games in Auckland, NZ. Other U of T winners were Anna Dacyshyn, tower diving (gold); Paul Williams, 10,000 metres (bronze); and Milt Ottey, high jump (bronze).

Nail sculpture disappears

A THIEF or thieves have stolen the 220-pound sculpture made of nails that has hung for many years near the Laidlaw Library entrance to University College.

The theft occurred between 11:10 and 11:45 p.m. on Jan. 31, campus police say. They were able to establish the precise time because a student who entered and left the library that evening noticed the piece in place and then missing.

The \$10,000 sculpture by David Partridge is entitled Centre Search. It is about four feet in diameter and consists of aluminum and silver nails of various sizes, arranged in a circular pattern.

The police have notified other University staff and the Metropolitan Toronto Police of the theft. They hope the sculpture has been taken as a prank and will be found or returned.



Royal membership

University Professor and Nobel Prize winner John Polanyi, second from left, was presented Feb. 7 with a Royal Medal of the Royal Society of London by Ontario's lieutenant-governor Lincoln Alexander. Also on hand for the ceremony were Massey College master Ann Saddlemeyer, left, and Pauline McGibbon, former chancellor at U of T. Only two other Canadians have been awarded Royal Medals, which are given for important contributions to the advancement of natural knowledge and applied sciences.

Protesters want action

Continued from Page 1

The U of T faculty and staff associations have both passed resolutions recommending divestment. (The two groups do not represent all University employees.) Although UTFA president Fred Wilson said it would be "safe and right" to carry out a membership survey, he said he'd accept divestment without a poll if the University's lawyers were satisfied with this method.

David Askew, president of UTSA, said the association does not think a survey is needed because it considers itself a representative of all non-unionized

staff at U of T.

The U of T anti-apartheid network, which occupied the president's office for three hours Feb. 1 demanding immediate divestment and chanting "divest today, no more delay," also demonstrated at Governing Council.

Raghu Krishnan, spokesperson for the 50 protesters, told Council that the anti-apartheid network has "absolutely no faith in the administration to carry divestment through to the end." The protest will continue until "not one penny is invested" in companies with South African holdings.

The group has planned a demonstration for Feb. 28 — the date divestment will be completed, subject to the consent of representatives of the pension plan, according to a letter from Richard Criddle, vice-president (administration) to the network.

Avram Bennett, chair of McClelland & Stewart Ltd. and a government appointee on Council, suggested the divestment issue be followed up at the next Council meeting. "I think it is disgraceful it has taken this long for the University to act."

The value of the pension fund is \$890 million. News reports vary considerably on the amount — from \$9 million to \$22 million — invested in companies with holdings in South Africa. The actual market value of those investments does not matter as long as divestment takes place, Criddle said in an interview.

Needs repairs

Continued from Page 1

land but RCM rejected it saying it could not find appropriate, centrally located accommodation elsewhere in Toronto.

Supporters of the agreement said retaining ownership of the 108-year-old McMaster Hall would be a financial drain on the University due to about \$8.5 million needed for renovations and repairs. Kushner said the building is the victim of 25 years of neglect by U of T which has carried out only nominal repairs.

Provincial legislation is now required to enact the separation. Kushner said he hopes this will be done this year.

Business faculty cuts courses, staff

FACED WITH a budget deficit, the Faculty of Management must make program cuts that will affect some departments in the Faculty of Arts & Science and thousands of students.

Two full-time administrative positions will be eliminated and almost all part-time instructors and adjunct professors will be relieved of their duties. There are currently about 40 part-time instructors and 10 post-retirement professors on staff. The cuts go into effect July 1.

The faculty's three-year-old \$350,000 deficit is the result of program expansion and anticipated government funding which failed to materialize. It is unrelated to the University's projected financial shortfall this year or to the annual budget reductions projected in its six-year strategic plan.

"I had no choice but to do what I've done," said Dean Roger Wolff of the Faculty of Management. "The provost told us to pay off the deficit by 1992."

A restructured master of business administration program will offer fewer course options in second year. The evening MBA program will require more core courses with substantially fewer selections available.

Unless it is fully funded through tuition and through the private sector, the MBA in accounting will be discontinued in 1991-92. (Currently, the program receives partial funding from the University with the rest coming from students and corporations.)

Changes to all the faculty's MBA programs will affect 600 students.

Students in the bachelor of commerce program will be restricted to a maximum of eight commerce courses — currently many take up to eleven. Thirty half-courses will be cut, enrolment in second year will be limited to 200 students and there will be fewer courses offered in third and fourth year. No changes are planned in the doctoral program.

"Everyone will be able to graduate but they won't be able to take all the courses

they want," Wolff said.

The faculty has been using revenue from its executive MBA program and the executive program division to offset operating costs. If enrolment in these programs were to decline, the faculty would be in dire financial straits, he said. "We can't continue to use all the profits to keep the ship afloat."

The faculty, Wolff noted, is trying to become one of the world's top business schools but to achieve this it must demonstrate to the business community that it can bring its own budget under control.

Arts and science dean Robin Armstrong said the cuts will have a drastic effect on his faculty and cannot be allowed. Overcrowded arts and science classes could get even larger if students no longer have as many commerce options.

Any cuts by the management faculty will cause pain to someone "but I don't believe the sole recipient of pain should be the undergraduate," he said.

Aids research

Continued from Page 1

trial Science. It will also provide research facilities for 60 engineering graduate students.

Among the U of T projects selected for funding under the URIF program is one headed by Professor Keith Balmann of the Department of Electrical Engineering. He will receive almost \$500,000 from the government and a similar amount from Bell Canada and Bell-Northern Research Ltd. to design a better simulator for testing of electrostatic discharge in electronic equipment.

In addition, URIF funds were given to four research projects at electrical engineering, three at chemical engineering and applied chemistry, one at civil engineering, one at forestry and one at physiology.

Adopt long-term plans

Continued from Page 1

Terence Grier, president of Ryerson Polytechnical Institute.

The province, he noted, has failed to live up to its commitment to provide enough accessibility funding over the past three years to cover the cost of increased enrolment.

The Ministry of Colleges & Universities has earmarked \$51.4 million for enrolment growth in 1990-91. This money, however, will be more than offset by the erosion of base operating grants, Grier said. Although the province announced an eight percent grant hike, most of this will go towards government initiatives and incentives — special programs, the employer health levy, pay equity and increased unemployment insurance contributions. Universities will be left with less than a three percent increase; U of T with 2.2 percent.

COU representatives told the province earlier this year universities need an 11.7 percent raise in operating grants just to maintain the current level of service.

To ease universities' financial plight COU proposes that the province:

- increase base operating grants above the eight percent announced in November
- compensate universities for the \$24 million cost of the employer health levy
- provide special funding for critical priority areas, such as library acquisitions, equipment and faculty renewal
- allow universities to raise tuition fees, phase them in over several years and use part of this revenue to help needy students
- establish a 10-year maintenance fund beginning with \$28.7 million in 1990-

91 for repairs, renovations and alterations to aging buildings.

Faced with large-scale budget cuts due to below-inflation increases in grants, institutions such as U of T and Ryerson are being forced to adopt long-term deficit strategies, Grier said. U of T faces a cumulated budget shortfall of \$46.8 million over the next six years and will have to cut .8 percent in each year; Ryerson about seven percent over the next six to seven years.

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Hewitt wins back divinity position

by Jane Stirling

MARSHA HEWITT, who lost her position at Trinity College's Faculty of Divinity in 1989, has been reinstated as an assistant professor.

The University's grievance review panel, which heard her case last December, announced its decision — which is binding on the college — on Feb. 5.

Last year Hewitt, who taught social ethics at Trinity, brought three grievances against the college. She said Professor Peter Slater, dean of divinity, broke a conditional agreement to convert her position to the tenure stream without readvertising; that he made inappropriate comments to her and her colleagues — comments that constituted sexual discrimination; and that the 1988 search committee's procedures were flawed and some members biased against her. (Hewitt was one of the candidates but was not selected.)

In 1988 she filed a complaint with the Ontario Human Rights Commission alleging that she was denied the tenure-stream position at Trinity due to discrimination on the basis of gender, marital and family status. She dropped her complaint in 1989 when the college agreed to abide by the decision of U of T's panel.

In its decision, the panel said Slater had promised that her appointment would be converted if she obtained her doctorate and published some academic articles, which she did.

Hewitt would not have accepted the offer to come to Trinity given the "ten-

ured nature" of her previous appointment at Montreal's Vanier College without the verbal agreement, the panel said.

It said some of Slater's comments regarding Hewitt's obligations to her family, her religious life and her lack of commitment to the social aspects of the college "border on gender harassment. We believe that they reflect insufficient sensitivity to the problems of women academics with young families."

The panel, which commented extensively on the problems faced by faculty members with young children, said the University must provide more support such as reductions in course loads, demands to counsel students and administrative duties. Longer periods for tenure review are needed and more child care facilities required.

It also ruled that Slater had expressed "such determined hostility" to Hewitt's candidacy that he should not have been a member of the search committee. "It is abundantly clear that the dean contributed to the poisonous political climate that enveloped the search process as a whole."

It also noted a procedural irregularity that involved a meeting with eight of the 15 members of the search committee — all of whom were opposed to Hewitt's candidacy — at the dean's house, following the final interviews. Those present conspired to pool their votes to prevent her selection, the panel said.

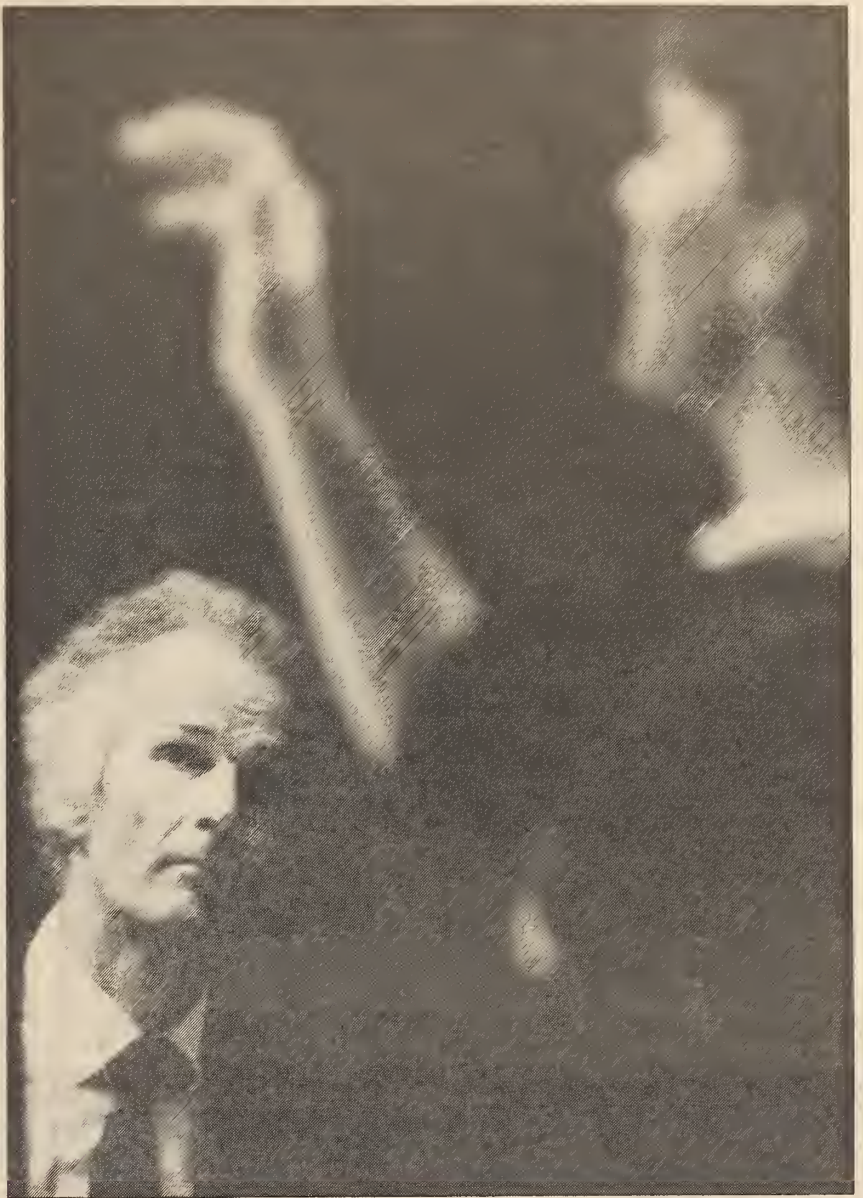
In a news release, Provost Robert Painter of Trinity said the college, which

has agreed to pay her legal costs, "is aware of and regrets the concern and distress" experienced by Hewitt, students, faculty and the University community.

Both Hewitt and Trinity were motivated "by a genuine desire to do what was right ... and I believe that this same motivation will enable us to accord one another the respect and goodwill required

if the college is to move forward in a constructive and positive manner," Painter said.

At a Feb. 6 news conference, Hewitt said she sacrificed two and a half years "to a struggle that should never have occurred." However, she wants to put the dispute behind her and start rebuilding her relationships within the faculty.



GREG HOLMAN

Music to our ears

Conductor John Poole of the BBC Singers casts a critical eye at the technique displayed by a student during a master class Jan. 25. Poole spent two weeks here in January as the Faculty of Music's 1990 Wilma & Clifford Smith Visitor In Music. As guest conductor, he led a two-day workshop on the art of contemporary choral music and directed the University Symphony Chorus rehearsals, the U of T Concert Choir and the Young Artists-in-Residence Choir.

Pay equity could mean research cutbacks

PAY EQUITY means U of T will get "less research bang for the buck" than research institutions that aren't affected by such legislation, says Professor Jim Keffer, vice-president (research).

At the Feb. 7 meeting of the Research Board, Keffer said the pay equity costs for grant-supported staff are causing distress in the research community. U of T is not responsible for the salaries of these people, but it will pay their increase until the end of March (and in some cases longer) when the bulk of the grants expire.

While he defended the concept of pay equity, Keffer said the effect on research projects "has started to dawn on us." The consequences in the Faculty of Medicine alone are "devastating."

Dr. Martin Hollenberg, associate dean (research) at the Faculty of Medicine, said in an interview he expects that hundreds of research projects will have to be curtailed and that some will be cancelled. The Faculty of Medicine and its mem-

bers at teaching hospitals received \$87 million from various granting councils in 1987-88. The money supported 2,259 research projects.

A total of 433 grant-supported staff at U of T will receive an average increase of 13.2 percent. The cost of their pay equity adjustments in 1990 is \$297,000, said Laleah Macintosh, director of compensation at the Human Resources Department. Based on last December's payroll, the full adjustment is \$1.78 million. Pay equity was introduced at U of T on Jan. 1 and will be phased in over two years.

In the Faculty of Medicine, 263 research staff will receive increases amounting to \$155,000 in 1990, Macintosh said. In the arts and science faculty, increases for 56 grant-supported staff will cost \$44,500; in the applied science and engineering faculty, adjustments for 19 people will cost \$18,000; and in the School of Graduate Studies, 17 research staff will receive increases that total \$17,600.

A & S 'breadth courses' approved by council

BY THE fall of 1992, students in the Faculty of Arts & Science will have to take three courses in subjects unrelated to their major study area.

The decision, made by the faculty council at its Feb. 5 meeting, is one of Dean Robin Armstrong's eight recommendations for renewal of the undergraduate curriculum.

The purpose of the course variation is to provide students with a broader base of knowledge. Every student, including those taking a general degree, will have to declare a specialty in one of six academic areas: languages and literatures, other humanities, or one of social, life, mathematical or physical sciences.

For students with a majority of courses in languages and literatures, one of their three "breadth" courses must be in either a life or physical science. Those in

the sciences will have to take a course in languages and literatures or other humanities.

The council also approved the establishment of three new programs: a minor consisting of four courses, only one of which can be at the 100-series level and at least one which must be at the 300-series level; a major of six to eight courses with two 100-series and at least three 300-series; and a specialist consisting of nine to 14 courses with only two 100-series, at least four 300-series and one 400-series.

Two other curriculum changes were approved in January. First-year students must take at least four 100-series courses among their first five (there is currently no prescribed number of basic-level courses) and no more than six 100-level courses can count toward a degree.

Planning principles coming

BEFORE the end of February, the University will release a discussion paper on the principles that will guide the further development of a new master plan for the downtown campus.

Dean Dorothy Pringle of the Faculty of Nursing, chair of the Planning & Priorities Committee of the Academic Board, said the document will describe principles for a new plan and provide a historical account of campus planning.

"This will not be the plan itself," Pringle said. "The plan is in the implementation — in how the principles are translated. We want to be sure people are in agreement with the principles, because the plan is irrelevant until they are agreed upon."

The process of consultation and approval will be lengthy, she said. "We need time to consider the principles. They're the crux."

However, the University has not yet decided how it will solicit responses to the document. It may hold public meetings or invite briefs, she said. Planning and priorities will consider the matter at its next meeting, March 5.

The document will be available to the University community — faculty, staff and students — and to the federated colleges and other affiliated institutions. It is also intended for city hall, residents

of downtown neighbourhoods and the city as a whole.

Pringle said the Planning & Priorities Committee is well aware of concerns expressed recently by members of city council regarding development at Victoria and St. Michael's colleges.

The discussion document will contain a proposal for a subcommittee of planning and priorities to act as a "committee of adjustment" for the University.

Such a group would evaluate development proposals to see if they conform to the master plan. If opportunities arose that were not foreseen in the master plan, the committee would determine the appropriateness of pursuing them.

In January planning and priorities received a first presentation on a new campus master plan from Dan Lang, assistant vice-president (planning). The committee has since reviewed two preliminary planning documents and one of these — on planning principles and guidelines — has been condensed to create the discussion paper.

The other preliminary document deals with implementation of a plan. At the implementation stage, planning and priorities is likely to follow the same process of public presentation and discussion as for the principles, Pringle said.

U of T to monitor hospital programs

THE FUTURE of Women's College Hospital's accreditation as a teaching facility remains uncertain following the decision by its newly elected board to scrap a merger with Toronto Hospital.

Provost Joan Foley said the University will take no immediate steps to stop the placement of students and residents at the hospital but will monitor the programs until its role is clarified. Once its direction is determined, the Faculty of Medicine will assess program accreditation, she said.

Foley said the merger plan had merits for the University, its medical students and researchers. A U of T committee set up to study the merger concluded the hospital could not survive as an inde-

pendent facility but should concentrate on becoming an international women's health centre.

The new board was voted in Feb. 6 after 15 members resigned in the face of growing opposition by anti-merger forces concerned about the loss of the facility's identity if swallowed up by Toronto Hospital. The merger would have allowed Women's College to retain its name while specializing in gynecology, obstetrics, breast cancer treatments and intensive care for sick newborns. It would no longer have provided general health care.

The new board faces the same problems which persuaded the old board to seek the merger — a \$3 million operating deficit and outdated equipment.

City ponders park at St. Michael's College

IF THE City of Toronto wants to use the land at St. Michael's College for a park and is willing to pay the \$40 million offered by Tridel Corp., the college will not stand in its way.

"That would be a charming solution," said St. Michael's president James McConica. "But I don't think the city can remotely afford it."

The city's land-use committee decided Feb. 6 to investigate the possibility of purchasing the 2.3 acres for parkland.

City council will discuss the matter at its Feb. 19 meeting. In the next two weeks, representatives from the college will approach city councillors to tell them about St. Michael's and its objectives.

The proposed land sale is part of a larger strategy to re-finance the college, said McConica. The money will go into an endowment fund, while the interest payments will help the college in its day-to-day operations. As of January, the college had a \$2.6 million deficit.

The land sale is not a "10-year fix," he said. "We have no intention of parting with another inch of land."

Although the property has been set aside by the college for Tridel, it will not be sold to the developer until the city gives its permission to sever the land. The final price depends on the density

it grants.

Tridel proposes to build a 32-storey condominium tower on St. Mary St. and a nine-storey apartment complex on Bay St. That is a density of 6.4 times the 2.3 acres — lower than other developments in the area. The density question has been the subject of discussion for months, primarily between local residents and the college. Several city councillors are opposed to the proposed commercial development and expressed their opinions at the Feb. 6 meeting.

McConica had hoped for a more sympathetic handling of the proposal. "We feel we are getting unequal treatment." The reason for this, he said, may be that city politicians "having made terrible blunders at Harbourfront have raised the banner and made open space in the city a cause, at the expense of St. Michael's."

Hummel appeals

THE DIVISIONAL COURT of the Supreme Court of Ontario will conduct a judicial review of the procedures in the University's sexual harassment policy that found Professor Richard Hummel guilty of "prolonged and intense staring" at a female swimmer.

The appeal was filed with the court Feb. 6 by Hummel's lawyer, Morris Manning. A review will take place this fall at the earliest, said Hummel, a professor in the Department of Chemical Engineering & Applied Chemistry.

The case can be heard by a court outside U of T because the sexual harassment hearing board is covered by provincial legislation.

According to a lawyer retained by the University, the divisional court can review the proceedings of the case but not the evidence. It is within the court's mandate to quash the decision made by the sexual harassment hearing board, but it cannot pronounce Hummel "not guilty."

Hummel hopes the review will result in a decision that says the University "is unable to conduct fair hearings."

One year ago, the University's sexual harassment hearing board found Hummel guilty. The conviction was upheld by an appeal board Dec. 8.

GRADING PRACTICES POLICY

Request for Submissions

At its meeting on Tuesday, November 14, 1989, the Committee on Academic Policy and Programs established a Working Group to Review the Grading Practices Policy in reference to disruption of classes owing to labour unrest, and to recommend any changes to the Policy. Written submissions to the Working Group may be made to:

Vice-Provost David Cook
Room 222, Simcoe Hall
27 King's College Circle

Notebook

Acronym for Feb. 14: the international division of the Association of Universities & Colleges of Canada operates a data base called **Canadian University Projects in International Development**.

"Queen's University to merge with U of T" says the first page of a clever brochure produced by the Kingston university's alumni affairs department. Graduates of Queen's are guaranteed to react. U of T is an long-time rival. But when they open the glossy pages, they are reassured: "Fortunately, this scheme was defeated in 1877." The text explains that from 1841 to 1877, Queen's was under constant pressure to move to Toronto and become part of a single provincial university. The plans were thwarted and next year Queen's will celebrate its 150th anniversary. The brochure, it turns out, was not produced to celebrate Queen's independence but to advertise a new coffee-table book, *Queen's: The First One Hundred & Fifty Years*.

Since its inception 25 years ago, **Scarborough College** has been looking for a motto, as a recent retrospective in *Spectrum*, the college newsletter, points out. Everyone wants one, but it has to be just right and so far members of the college council have been unable to find the perfect phrase. At the council's October meeting, three new suggestions were made. "Just as a tree" (in Greek) is reminiscent of U of T's "As a tree with the passage of time" (in Latin). But the tree idea and the two other proposals were rejected. The council decided instead to establish a new motto committee. The college welcomes suggestions.

Andrew Gregorovich, head of technical services for the Scarborough College library is becoming a regular insider in Ottawa. Two weeks ago, at the invitation of the prime minister's office, he attended the installation of the new governor-general and in November he accompanied Brian Mulroney to the Soviet Union. He attended in his capacity as president of the Canadian Multilingual Press Federation and as U of T's official representative. At the University of Kiev, he delivered a message and a souvenir from President George Connell. The Ukrainian university reciprocated with a medal for Gregorovich to present to Connell.

Seven U of T alumni met Feb. 10 to continue a discussion started in 1965 under the supervision of Professor **Gordon Skilling**, then director of the Centre for Russian & East European Studies. A 25th anniversary celebration of a graduate course is unusual in itself but when you take into account the combination of perestroika, Skilling's extensive knowledge of eastern Europe and the former students' expertise, it is easy to understand why the reunion took place. Six members of the group completed their PhDs in the field, and five became professors, including **Norman Shneidman** in the Department of Slavic Languages & Literatures and **Richard Day** of po-

litical science at Erindale. At the weekend get-together, they discussed recent developments in eastern Europe and the Soviet Union.



Is your computer acting sluggish or doing unusual things? If you are certain the problem doesn't rest with the operator, and if you think the culprit is a computer virus, there is help available from the U of T Computing Service's trouble-shooting department. **UTCS** has computer programs that not only detect and eliminate known viruses but also prevent their occurrence. A computer virus is a piece of program code that attaches itself to and then carries out instructions on another program. Viruses do varying degrees of damage. Some just make the microcomputer beep at random intervals, others can destroy data. UTCS charges \$25 for use of its "anti-virus" programs for PCs; there is no charge for the use of programs for the Macintosh computer. Call Jon Alexander at 978-6230.

The **Faculty of Forestry** just can't win. While it deserves an "A" for practising what it preached at a Jan. 20 symposium on old-growth forests — paper plates and cups were not available at lunch and coffee breaks — it didn't appease those delegates who were critical of the styrofoam substitute. China kitchenware, anyone?

If you make a habit of tuning into CTV's "The Shirley Show," a nationally syndicated talk show that features host Shirley Solomon and a group of experts, you're sure to see a couple of familiar faces. Campus chaplain **Bob Shantz** and Professor **Rhonda Love**, chair of the faculty association's status of women committee, were members of a panel that discussed The New Men of the 1990s: Redefining Masculinity. The show, which airs Monday to Friday at 1 p.m., will be broadcast sometime in late February or early March.

If the February blues are getting to you, the problem is probably that you feel SAD. "Seasonal affective syndrome," a term used to describe a condition induced by too little or too much daylight, appears to have its origins in the brain, according to York University's *York Gazette*. During darkness, the pineal gland secretes a chemical that produces a craving for carbohydrates. Not surprisingly the symptoms of wintertime SAD are overeating and oversleeping; the cure for mild cases is sunlight and physical activity. Get out there and shovel the driveway!

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Principal appointed

JOHN HOFFMAN, dean of student affairs at the University of Windsor, has been appointed principal of Emmanuel College. Hoffman is a 1954 graduate of Victoria College in mathematics, physics and chemistry. He was ordained after receiving a bachelor of divinity degree from McGill University.

Later he received a master of theology degree from McGill and in 1964, a PhD in theology in religion and psychiatry from Union Theological Seminary in New York. The appointment takes effect July 1.

Wins award

PROFESSOR E. Douglas Wagle of the Department of Medicine and the Centre for Cardiovascular Research, has been named recipient of the 1990 College Medalist Award by the American College of Chest Physicians (ACCP). He is the first Canadian cardiologist to receive the award since its inception in 1969. The award recognizes his work in hypertrophic cardiomyopathy, a form of heart muscle disease that can cause death and disability in people of all ages. He will be presented with the award on Oct. 23 at ACCP's annual conference to be held in Toronto.

Tally climbs

THE UNIVERSITY has raised \$510,000 so far for the United Way, an increase of seven percent over the January 1989 tally of \$477,000. Erindale College's share was almost \$21,000 — \$18,000 was donated through payroll deductions and \$3,000 through special events and the student campaign. Scarborough College contributed \$17,000 including \$855 raised during a student pub night Jan. 17. The final figures for the campaign are still being tabulated.

Prize presented

PROFESSOR Paul Grendler of the Department of History has been awarded the Howard R. Marraro prize for his book *Schooling in Renaissance Italy: Literacy and Learning, 1300-1600*. The award is given annually by the American Historical

Association for the best book in Italian history including music, art and Italian-American relations. Grendler, who won the \$500 prize once before in 1978, received the award at the association's annual meeting last December in San Francisco. He is currently on leave at the National Humanities Centre in Chapel Hill, North Carolina.

Aird named visitor

UNIVERSITY chancellor John Black Aird has been elected visitor of Massey College. The role of visitor is to advance Massey's interests nationally and internationally and to serve as a mediator inside the college if required. Governor-General Vincent Massey was the first visitor, Chief Justice Dalton Wells the second. The post has been vacant since 1978. Aird, a former lieutenant-governor of Ontario, is in his second term as chancellor. He is honorary chair of Breakthrough, the University's \$100 million fundraising campaign, chair of the Canadian Institute for Advanced Research and a fellow of Trinity College. Appointed Queen's Counsel in 1960, Aird is a senior partner of Aird & Berlis, a Toronto law firm. He has been a member of the Senate and chancellor of Wilfrid Laurier University.

Hollenberg to UBC

DR. MARTIN Hollenberg, associate dean of research at the Faculty of Medicine, has been appointed dean of medicine at the University of British Columbia. Hollenberg will leave U of T at the end of June, said Professor Jim Keffer, vice-president (research), at the Feb. 7 meeting of Research Board.

Director named

PROFESSOR Michael Sole of the Departments of Medicine and Physiology has been named director of the cardiology division at Toronto Hospital. Sole is also director of U of T's Centre for Cardiovascular Research. Last October he was the first Canadian to receive the Louis N. Katz Memorial Award for Excellence in Cardiovascular Research from the Michael Reese Hospital at the University of Chicago. In addition, he was given the 1989 Research Achievement Award of the Canadian Cardiovascular Society.



was given the 1989 Research Achievement Award of the Canadian Cardiovascular Society.

DCB faces staff reduction

A DECISION by the Social Sciences & Humanities Research Council that will limit grants for large editorial projects to \$500,000 a year will result in staff layoffs at the *Dictionary of Canadian Biography* (DCB).

Professor Ramsay Cook of York University, general editor of the project, said the reduction means the loss in the near future of up to five positions in Toronto, out of a total of 14.

The French-language edition, based at Laval University in Quebec, employs about the same number of people and faces layoffs at least as great as those in Toronto.

For most large editorial projects, the \$500,000 limit will take effect next October, but it was applied to the DCB retroactive to last October.

The limit will result in a reduction of more than 60 percent to the DCB's budget of recent years. The English- and French-language editions will divide the \$500,000 provided by SSHRC.

Cook said the cuts will mean a delay in volumes of the dictionary. The DCB, part of U of T Press, had planned to complete volumes 13-15 by 1997, but may not meet that target.

Since 1959, when the project began,

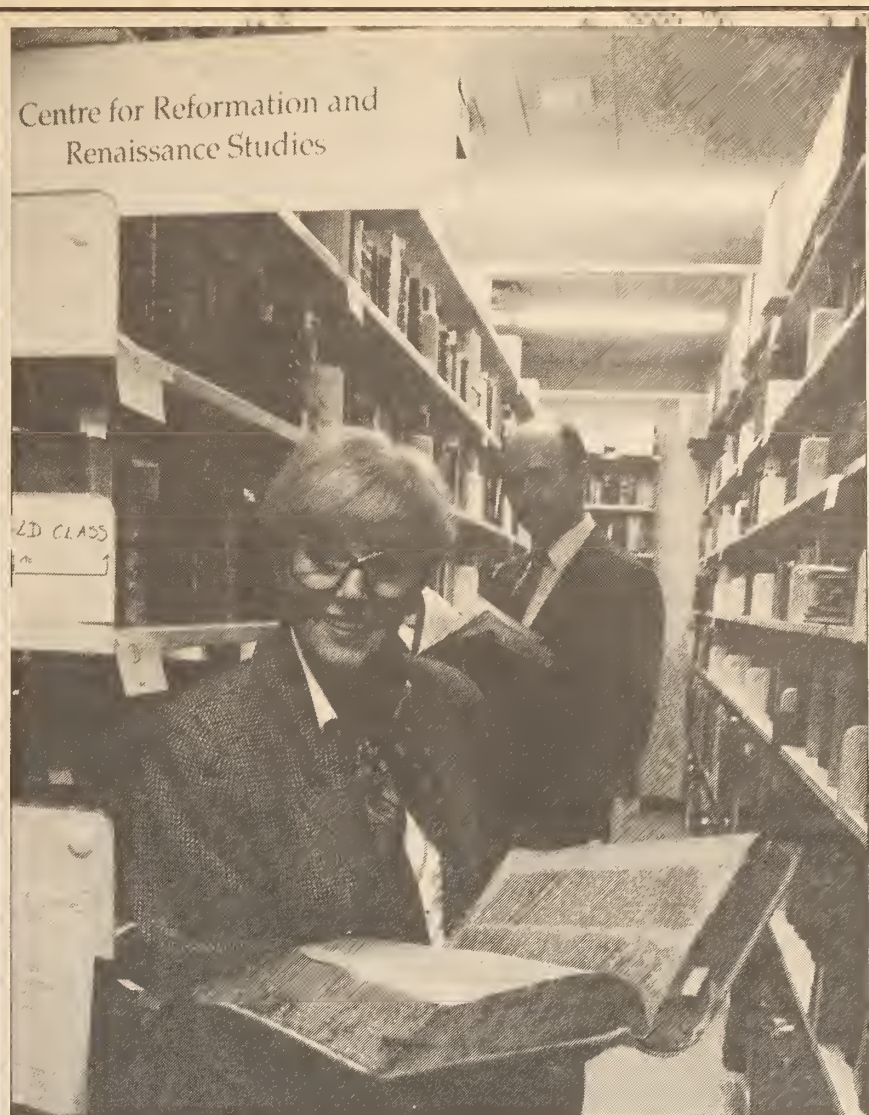
the DCB has published 11 volumes in English and French, in addition to an index to the first four. The 12th volume will appear in April. The English edition of the dictionary is published by U of T Press, the French edition by les Presses de l'Université Laval.

SSHRC has indicated that it may provide some "phase down" money to the dictionary to help cover the cost of releasing staff. DCB executive officer Henri Pilon said \$250,000 has been mentioned for the first year, but no firm figure has been set.

Cook said he will meet SSHRC officials later this month to further discuss the impact of the budget cuts on the project.

Meanwhile, the DCB continues to raise money to support the publishing program. "We're making the effort," Pilon said, "but it is a slow process. It doesn't happen overnight."

In a letter to President George Connell in December, SSHRC president Paule Leduc said the \$500,000 limit was necessary because of the council's severe budget constraints. She said the council had "no choice" but to impose the ceiling on the DCB before it came into effect for other projects.



HOMAFANIAN

Origen et al.

Professors Germaine Warkentin, director of the Centre for Reformation & Renaissance Studies, and Konrad Eisenblöcher of the Department of Italian Studies, show off two volumes in the centre's library at Victoria College. CRRS recently received a set of 16th- and 17th-century editions of the church fathers, a gift of University Professor Francis Sparshott. The set contains the works of Athanasius, Augustine and Origen, among others. The centre celebrated its 25th anniversary Jan. 25 with a reception at Victoria's Alumni Hall.

New service will improve quality of teaching

A PROPOSAL to establish a teaching improvement program for the University's faculty and teaching assistants could become a reality this fall.

Provost Joan Foley will present a draft proposal for a teaching development service to the budget committee at its March 21 meeting. If funding is approved, the service could begin in September.

Along with a teaching consultant, the service would offer workshops on dealing with large classes, special groups such as adults and the disabled, and the use of audio visual equipment.

Although the program will likely start on a small scale, it will expand as more funds become available, Foley said. "Anything is better than nothing."

Partial funding will come from Breakthrough which has earmarked \$4.7 million to improve the quality of undergraduate education through the establishment of a teaching service and the acquisition of new technology such as computers. Although only \$100,000 of this amount has been raised so far, Gordon Cressy, vice-president (development and university relations), is optimistic the rest will follow once plans are completed.

The Teaching Quality Coalition, an umbrella group of six faculty and student organizations formed last fall to lobby for the service, estimates \$150,000 to \$200,000 is necessary in start-up funds.

At a Feb. 1 press conference, Robert Cook, spokesperson for the Association of Part-time Undergraduate Students, said Foley initially asked coalition members to help pay for the service but her request was rejected. "Students pay for quality education through their tuition and they shouldn't be expected to pay twice."

Professor Fred Wilson, president of the U of T Faculty Association, said the University has spent millions of dollars on

computers and researchers but hasn't been able to find "a modest amount" of money to improve the quality of teaching.

The University, Foley said, already provides some of the services the coalition is asking for: orientation for new faculty, training for teaching assistants in some departments and counselling in learning skills for students. However, some of these should be made more effective, she said.

Although financial support from faculty and student groups is not compulsory, Foley hopes they will help in publicizing events and hosting workshops.

Students to get more housing

THE University approved its final allotment of provincially subsidized residence space at the Jan. 11 Academic Board meeting.

Of some 868 spaces available under the Ontario Student Residence Program, about 500 have been allocated for graduate and second-entry professional students. Last year, 142 spaces went to Scarborough College for construction of townhouses while up to 240 were allotted to Innis College.

Construction on the graduate residences is expected to begin in the summer of 1991. The site under consideration is the parking lot at the northeast corner of Spadina Ave. and Harbord St.

Although it will receive \$11.6 million in subsidies from the province, the University will have to obtain a mortgage and use funds from Breakthrough to help pay for the residences, said David Neelands, assistant vice-president (student affairs).



Faculty of Medicine
University of Toronto

DIRECTOR Occupational & Environmental Health Unit

Division of Community Health
Faculty of Medicine, University of Toronto

The Faculty of Medicine is seeking applications for the post of Director for the academic Occupational and Environmental Health Unit. The rank, status and primary departmental affiliation of the successful applicant will be contingent upon background and qualifications.

The successful applicant should have Ph.D. and/or F.R.C.P. or equivalent, with a strong research record in one of the key disciplines of occupational and environmental health (occupational medicine, hygiene, toxicology or epidemiology), including demonstrated ability to attract research funding and a substantial publication record.

The Director will report to the Associate Dean, Community Health and will be responsible for the administration of the Unit, including strategic planning, budget and day-to-day management. In addition, the Director will be actively involved in research and teaching in both academic and professional training programs. The applicant should have proven leadership qualities, planning abilities, communication skills and administrative experience, preferably in a multidisciplinary setting; experience in developing and maintaining effective links with government, industry, labour and academia would be an asset.

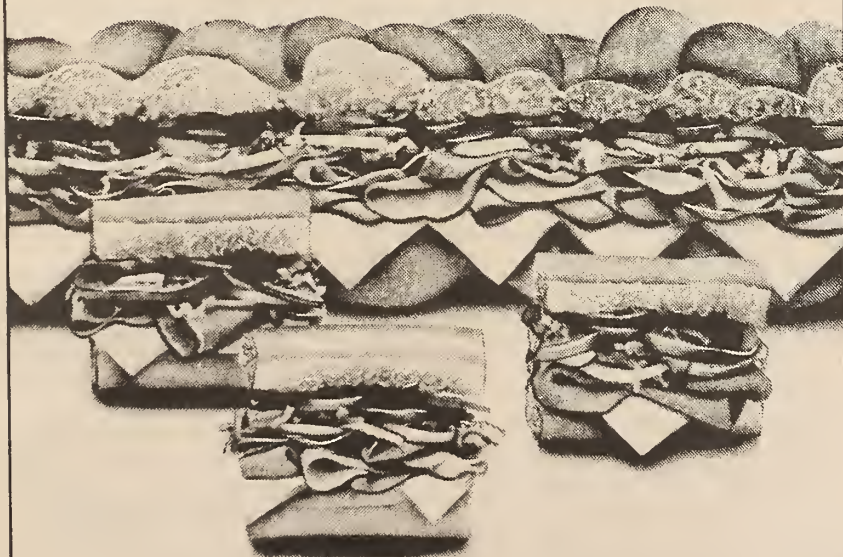
For the appropriate candidate, this position carries with it the opportunity to be considered for the post of Chief of the Department of Occupational and Environmental Health at St. Michael's Hospital, with which the programs of the Unit are affiliated.

Salary will be commensurate with qualifications and experience.

A letter of application, with complete curriculum vitae, should be sent to Dr. John Hastings, Associate Dean, Division of Community Health, together with the names of at least three (3) references. The closing date for receipt of applications is February 28, 1990.

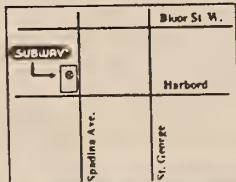
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Profile

by Karina Dahlin



HOWA FANIAN

Environmentally speaking

IF WE are going to save the world "it is going to have to be through putting money into people's pockets and food in their mouths."

This is Karl Hansen's recipe for conservation. He is one of the two 1989-90 Ontario Rhodes scholars, both U of T students, announced last November. Tall, blond and as healthy looking as a PC youth, he has the nerve to challenge established environmentalists like David Suzuki. With a grin he calls himself a "redneck environmentalist," and with all the optimism and energy of a 21-year-old, he plans to be among those who will save the world.

Hansen was born in London, Ont., of Estonian parents. At the age of nine, he moved to St. Lucia in the Caribbean and later to Costa Rica. He speaks English, French and Spanish fluently. At 15 he was accepted to Trinity College and graduated four years later in 1988 with an honours BA. He is currently enrolled in an independent studies program at the college and writes freelance articles for *The Globe and Mail* and *NOW* magazine.

As an undergraduate student of commerce and geography he rejected the accepted wisdom that profit-making companies are the root of all environmental evils. He did not agree with fellow students — the "upper middle-class kids" — who talked about the importance of setting aside parkland.

Sometimes his unconventional attitude earned him low grades, sometimes he did not have enough evidence to support his theory that business could save the endangered tropical rain forest. But he never gave up what to him was a new and exciting way of viewing environmental conservation.

In those days he felt at home on the outskirts of right-wing politics. His focus has since shifted. Two trips have given him some valuable first-hand lessons on rain forest (mis)management. Now he is less interested in ideology and more concerned with practical ways of saving equatorial forests.

His first trip was taken after his graduation. With \$4,000 saved by his parents in birthday and baby-bonus money and with savings of his own he took off to gather all the information he could about "eco-business." He visited 12 countries, mostly in the southern hemisphere, and came back six months later with \$100 in his pocket

and a wealth of information.

Last year, as a member of the Amazon Awareness Expedition, he and other Canadian artists, writers, photographers and environmentalists floated 800 kilometres down the Amazon on two balsa rafts. Their purpose was to better understand Amazonian destruction; their method was to interview people responsible for and affected by the forest demolition in Ecuador, Peru and Brazil.

Hansen talked to several resident environmentalists who had met Suzuki on an earlier trip. Hansen and the host of CBC TV's *The Nature of Things* left with different impressions of the Amazon. As far as the young student is concerned, the broadcaster "likes to wallow in philosophy" and talks too much about dying species. He would rather that Suzuki concentrate on what can be done to regenerate the rain forest. The acacia mangium tree is an example. The fast-growing tree thrives in the soils of the deforested tropics and is as suitable for furniture and plywood as it is for fuel.

The local environmentalists are also pushing for policies to develop a commercial fishery and discourage cattle ranching, which is blamed for much of the soil erosion in the areas that used to be covered by the forest.

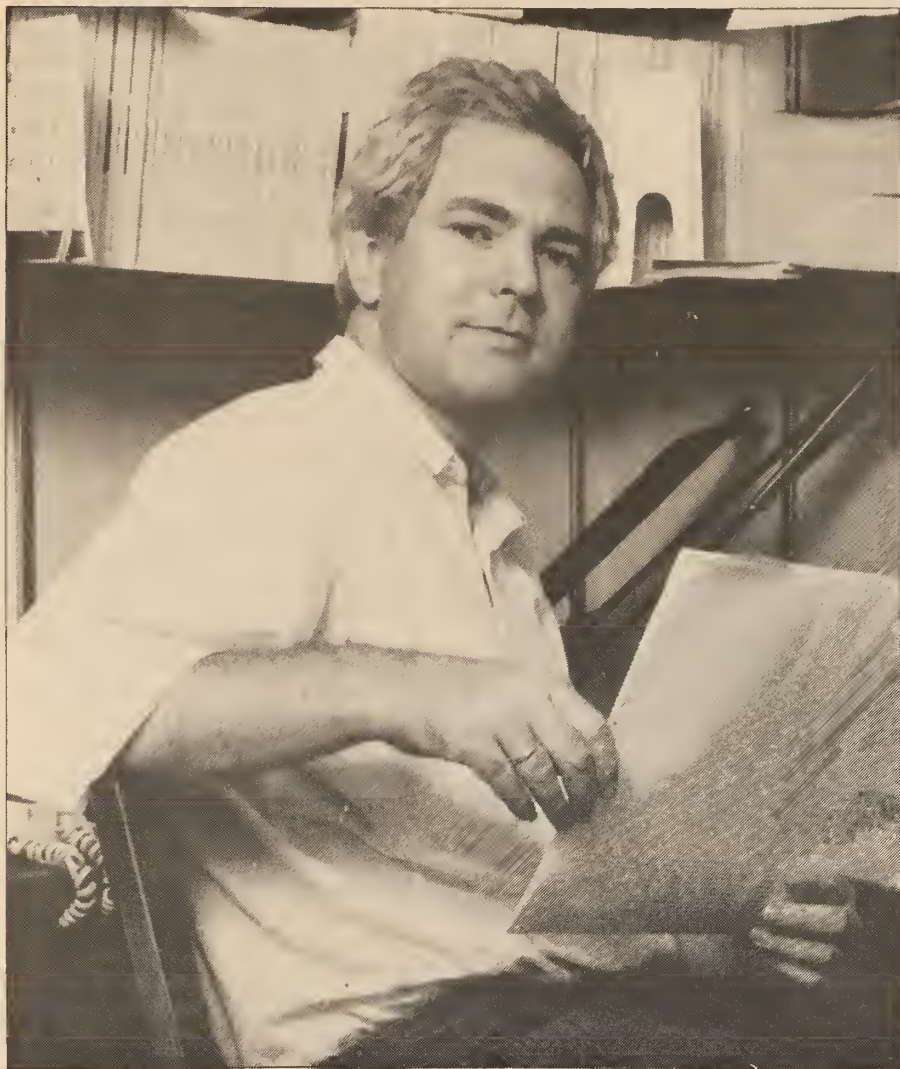
People in the third world laugh at the privileged ecological thinking of the first world, says Hansen. Financial rewards must be part of the solution — "We don't have to tear down the fortress of capitalism to achieve this." Nevertheless, he agrees with other environmentalists that changes must be made everywhere to people's way of thinking, living and consuming. The subject is huge and Hansen is struggling to formulate his ideas.

Rhodes scholars have all their expenses paid for two years at the University of Oxford. Hansen hopes to enrol at the Oxford Forestry Institute to study the relationship of forestry to land use. He thinks he will end up as "an environmental something" but probably not a long-term academic. Perhaps he will be a journalist, perhaps a politician.

"I think about so many things, and I want to get my thoughts out, whatever it takes. Writing or speaking up — I'll do it all."

Hansen is not a doomsday environmentalist. He's a tonic for the environmental blues.

Researchers move step closer to developing cancer drug



Tony Pawson

by Karina Dahlin

THE DEVELOPMENT of a drug to stop certain types of cancer from spreading is under way at the Mount Sinai Hospital Research Institute. After a recent discovery that traced a path of cancer in individual cells, the work on a drug is the "next natural thing" to do, says Professor Tony Pawson of the Department of Medical Genetics.

Although there are many questions to answer before an anti-cancer drug can be marketed, two existing drugs "look interesting," Pawson said. One has just been developed, the other has been used for some time to treat elevated levels of cholesterol in the blood.

Pawson is principal investigator of a team that published its research findings in the Jan. 25 issue of *Nature*. The scientists describe the function of two types of oncogenes (cancer-causing genes) and one type of protein involved in the uncontrolled growth of cells that leads to the development of cancer tumours. The three have been found to react in sequence: first an oncogene, the so-called growth factor receptor on the membrane of a cell, is activated; it in turn triggers the protein which activates the second oncogene.

"This discovery is very exciting to people in the field because there were so many questions that were unresolved. What was going on [in the cell] was all very murky," said Pawson. "People have been looking for the link for about 10 years so this is like a beautiful package. It answers several critical questions."

Dozens of oncogenes have already

been identified by researchers but not all have the same pathways, he said. The path investigated by Pawson and his team is probably responsible for "the major forms of cancer."

Although the existence of the two oncogenes and the protein was known to scientists, no one knew how the three interacted. Pawson's team was the first to publish the answer; their discovery has been confirmed by other researchers.

Cancer is a result of genetic alterations. Oncogenes speed up the development of cancer while anti-oncogenes suppress cell growth. If anti-oncogenes are lost during genetic changes, cancer spreads more easily. The two types of genes have been the focus of cancer research for about 15 years.

In Pawson's words, a tumour cell is analogous to a car "that has its accelerator glued to the floor and the brake cables cut." His work concentrates on the "speed pedal," the oncogenes. This field is about five years ahead of work on the growth suppressors.

The researchers have much work to do before clinical trials of a "free agent," or a drug, can start. It is not known, for example, if the loss of anti-oncogenes — or "severed brake cables" — will cause cancer even if the oncogenes are under control.

Pawson's work has been funded by the Medical Research Council and the National Cancer Institute of Canada since 1981. Other members of his team are Christine Ellis and Michael Moran of the Division of Molecular & Developmental Biology at Mount Sinai's research institute and Frank McCormick of Cetus Corporation, a biotechnology company in Emeryville, California.

Historians contest social sciences seat

OF THE four Governing Council seats open to teaching staff this year, three have been filled by acclamation and one — in the social sciences constituency on the St. George campus — will be contested.

Professor Michael Marrus of the Department of History is seeking his second consecutive term on Council. Professor Michael Finlayson, chair of history, who resigned a seat on Council several years ago when he became president of the faculty association, is also seeking a second term.

The social sciences division includes teaching staff downtown in the Departments of Anthropology, Economics, Geography, History, Philosophy, Political Science, Psychology, Religious Studies and Sociology.

Ballots will be mailed the week of Feb. 19 and must be returned to the Governing Council secretariat by noon on *Tuesday, March 13*. The new members will take their seats July 1.

There are 12 seats for teaching staff on Council. Members serve overlapping three-year terms, with four new members chosen each year.

There are eight seats for students — four for undergraduates and two each for graduate and part-time undergraduate students — all of which are open this year.

Governing Council, the highest decision-making body in the University, is composed of 50 members, including the president and the chancellor. In addition to teaching staff and students there are 16 government appointees, eight alumni, two administrative staff and two presidential appointees.

Council and its three boards — academic, business and University affairs — consider and approve the University's budget, capital plans, agreements with the faculty association, campus unions, the federated universities and other institutions, and many other matters.

Governing Council

Constituency ID — St. George social sciences (one seat): Professors Michael Finlayson and Michael Marrus.

Constituency IF — Erindale College (one seat): Professor Roger Beck, acclaimed.

Constituency V — School of Architecture & Landscape Architecture, Faculties of Forestry, Law, Management, Music and Social Work (one seat): Professor Basil Calymon, management, acclaimed.

Constituency VI — Faculties of Education and the Graduate Department of Education, Faculty of Library & Infor-

mation Science (one seat): Professor Claude Brodeur, acclaimed.

Academic Board

This year there are 16 seats open on the board for teaching staff and librarians. In the Faculty of Arts & Science six people are seeking four seats, and in the Faculty of Medicine eight people are seeking four seats.

Ballots will be mailed the week of Feb. 19 and must be returned to the Governing Council secretariat by noon on *Tuesday, March 13*. The new members will take their seats July 1.

Arts and science (four seats): Professors John Furedy, psychology; Rosemary Gartner, sociology; V.J. Higgins, botany; Ernest Seaquist, astronomy; Stuart Whittington, chemistry; Thomas Wilson, economics.

Medicine (four seats): Professors Arnold Aberman, medicine; Uwe Ackermann, physiology; Catherine Chalin, behavioural science; Robert Haslam, paediatrics; Merrijoy Kelner, behavioural science; Larry Librach, family and community medicine; Ian Taylor, anatomy; Tom Wolever, nutritional science.

Applied science and engineering (one seat): Professor Ron Venter, acclaimed.

Education (one seat): Norah Maier, acclaimed.

Erindale College (one seat): Professor Raymond Cummins, acclaimed.

Erindale by-election (one seat): Professor Thomas McIlwraith, acclaimed.

Law (one seat): Professor Brian Langille, acclaimed.

Librarians (one seat): Catherine Matthews, acclaimed.

Library and information science: Professor John Wilkinson, acclaimed.

Nursing (one seat): Professor Joan Brailey, acclaimed.

Scarborough College (one seat): Professor Karen Dion, acclaimed.

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Forest studies needed

By Gay Abbate

THE ROLE of old-growth forests in the ecosystem must be better understood before more of them are destroyed, a U of T symposium was recently told.

In the ongoing debate between the timber industry and environmentalists, there has been a lack of understanding of what old-growth forests are, how they function and how they inter-relate with the rest of the planet, foresters told 600 conference members at the Jan. 20 symposium organized by the Faculty of Forestry. Without this information, "it is unlikely that any resolution of the problem can be found that will serve society well over time," said forestry dean Rod Carrow.

The forum, the first ever to be held on the topic, provided the provincial Ministry of Natural Resources, which funded the event, with the facts it needs to better manage Ontario's forests, Carrow said.

While there is disagreement among scientists as to what constitutes an old-growth forest, the term usually applies to virgin forests which have never been logged. Ontario has about 150,000 hectares of old-growth pine, all of it located in northern areas such as Temagami.

The consensus of the speakers was that although scientists know old forests are

sustained by a complex system of inter-relationships — from rotting logs to streams to fungi to insects — they know very little about how this process works. Further study is required to determine the short- and long-term effects of logging.

Chris Maser, a New Mexico consultant, said managing a forest is more complex than just replacing old trees with new ones. Reforestation means the loss of forest diversity because fewer species are planted. This could upset the world's sensitive ecological balance.

Professor Robert Day of forestry at Lakehead University said old-growth forests are actually decaying and are in the last stage of their life cycle. Forests, he noted, go through a three-stage cycle — juvenile, mature and decadent.

In the past, nature helped forests regenerate through periodic disturbances such as large-scale fires. However, modern, efficient fire-protection techniques practised over the past 80 years have extended the span between fires in Ontario's forests thereby limiting the regeneration of those species that can fight disease, Day said.

Maser said we have been given trusteeship of old-growth forests and have a moral responsibility to ensure their survival for future generations.

UNIVERSITY PROFESSOR Emeritus Charles P. Stacey, Nov. 17, 1989, at the age of 83.

Stacey was born in Toronto and graduated from University College in 1927 before attending the University of Oxford for two years. He received his PhD from Princeton University in 1933. When the Second World War broke out, he returned to Canada and spent 19 years in the Canadian army, rising through the ranks to lieutenant-colonel and becoming the army's official historian. In 1959 he returned to U of T as a professor of history and retired in 1972.

He was the author of many books, including the controversial *A Very Double Life: The Private World of Mackenzie King*. Another of his works, *Arms, Men and Governments*, is widely regarded as one of the most outstanding and innovative publications of his time.

During his career he was president of the Canadian Historical Association and the Canadian Writers' Foundation. He was awarded the Governor-General's Award, the Corey Prize of the American and Canadian Historical Associations, and the Tyrell Medal of the Royal Society of Canada.

Professor Michael Finlayson, chair of the Department of History, said that with Stacey's death, "the University of Toronto has lost one of its most illustrious

members and Canada one of its finest citizens."

A memorial service will be held in the West Hall, University College, March 1 at 5 p.m.

PROFESSOR Adam Joseph Kravetz, Department of Electrical Engineering, Dec. 13.

Kravetz, born in Montreal in January 1916, grew up in Innisfree, Alta. He attended high school in Innisfree and in Cochrane, Ont., and received a first-class teaching diploma from the Camrose Alberta Normal School in 1936. After teaching in schools in Alberta for five years, he attended the University of Alberta in electrical engineering.

After working as a junior research engineer with the National Research Council, Kravetz came to the University of Toronto in September 1946 as a demonstrator in electrical engineering, at a time when the faculty held many of its classes in Ajax, Ont. He completed his MSc in 1950 after working as a lecturer and, in 1953, was promoted to the rank of assistant professor and then associate professor in 1959. In addition to teaching, his early duties included the responsibility for operation of the department's senior machines laboratory.

In 1957 Kravetz became involved in the administration of the department, and in 1964 he assumed responsibility for the graduate program. His efficiency and concern for his students helped to establish a tradition of excellence in what is now one of the largest graduate departments in the University. In 1977 he received the Sesquicentennial Long Service Honour Award. Early in 1979 Kravetz suffered a stroke, and he officially retired in 1981.

PROFESSOR EMERITUS John Ratcliffe Grant of the Department of Classics, in Toronto, Jan. 16, at the age of 76.

Born to missionaries in Wei Hwei Fu, North Honan, China, Grant moved to Canada at the age of 13. After graduating from Jarvis Collegiate, he entered University College in 1932 following in the footsteps of his father and grandfather. He earned a BA in honours classics from U of T in 1936 and was awarded the McCaul gold medal. He received his MA from Harvard in 1937.

He was a lecturer at Dalhousie University in Halifax from 1940 to 1942 before joining the armed forces. From 1946 to 1950 he was an associate professor at Western Reserve University in Cleveland. He obtained his PhD in 1947 — his thesis was the last one written in Latin at Harvard.

In 1950 Grant returned to U of T. He became a professor in 1967 and professor emeritus in 1979. His specialty was fifth-century Greek historians Herodotus and Thucydides.

While not a prolific publisher, Grant happily shared his extensive knowledge with his students, said former student and colleague Professor Wallace McLeod of the Department of Classics. "He was content to know things, and to share the knowledge with his students, without feeling that he had to inflict it on a defenceless world."

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Learning by doing in Dufferin-Peel

by Rosemary Todd
(with *Bulletin* staff)

A COUPLE of nine-year-olds tug possessively at a chair while other children chatter back and forth a few feet away. The teacher, Joelle Dosman, claps her hands. "Okay, let's have some quiet here," she says. "Let's get this show on the road." Thirty-three kids fall silent. "Now we're going to play a review game," Dosman says. "This side will be the northern hemisphere team, that side will be the southern hemisphere." The children concentrate on the game.

The scene isn't unique — it would be easy to find similar situations in a hundred other elementary schools — but this classroom, one of 55 in the Dufferin-Peel Roman Catholic Separate School Board, just west of Metro Toronto, is part of an experimental, teacher apprenticeship program. Established by the board and the University's Faculty of Education last September, its purpose is to give prospective teachers classroom experience and, at the same time, relieve the growing shortage of teachers in Ontario.

In the past five years, the Dufferin-Peel board has been caught in the teacher squeeze. Increases in its student population (as more young families settle in Mississauga), combined with difficulties in attracting new teachers and holding on to established ones, has heightened the shortage. For those starting careers, the escalating real estate costs have discouraged many from seeking employment in the area while those with experience are often anxious to return to their home regions, in other parts of the province, where housing is less expensive.

Need teachers

Last year Dufferin-Peel administrators scoured the country in hopes of recruiting 600 candidates to join their 3,000-teacher workforce. Despite this effort, the board still found itself 100 teachers short last fall.

Tom Davies, a former board superintendent of employment services and now coordinator of the apprenticeship program, approached the Faculty of Education for help. Dean Michael Fullan agreed to assist by identifying applicants who had qualified for entry to the faculty but had not been accepted due to lack of space. Last year about 7,000 applicants had to be turned away, among them several hundred people who would have been admitted if the faculty had been accepting more students.

These candidates were screened by the board and again by the faculty on the



Tom Davies, coordinator of the apprenticeship program, and Anne Millar, associate dean of the education faculty, with mentor-teacher Mary Jo Wiley-Dwyer, second from right, and apprentices (seated from left) Antonella Senatore, Lora McKeown and Rosa Franzone.

basis of their undergraduate degree marks and their experience with children. Fifty-five were chosen as apprentices and began training on the job following an intensive one-month preliminary course provided by the board in August. The 100-hour course included instruction on classroom management, teaching strategies and the needs of children, among other matters. Then, with letters of permission from the Ontario Ministry of Education, the apprentices began work as regular members of the school staff.

In each school a group of three apprentices is assigned to an experienced teacher who serves as their mentor. These four individuals work with three classes of children. In addition to on-the-job training, the apprentices spend three and a half days per month outside the classroom in "in-service" programs. And they receive additional professional development throughout the year. Their wages are paid by the board.

Professor Anne Millar, associate dean of education, said that while there was initially some concern among parents about placing an uncertified teacher in the classroom, this concern has largely disappeared.

Well prepared

"One can argue that an apprentice with the full support of a mentor-teacher can be as effective as a struggling new teacher working without a mentor," Millar said. "The children are being better educated because the apprentices have mentors working with them." By the time the apprentices finish the program and their formal education at the University, they should be extremely well prepared, she noted.

The schools themselves find the adjustment easy. Most are well used to accommodating two or three new teachers a year, so three apprentices pose no problems. "That's the norm," Davies said. "The culture of the schools is one of ongoing support for young teachers."

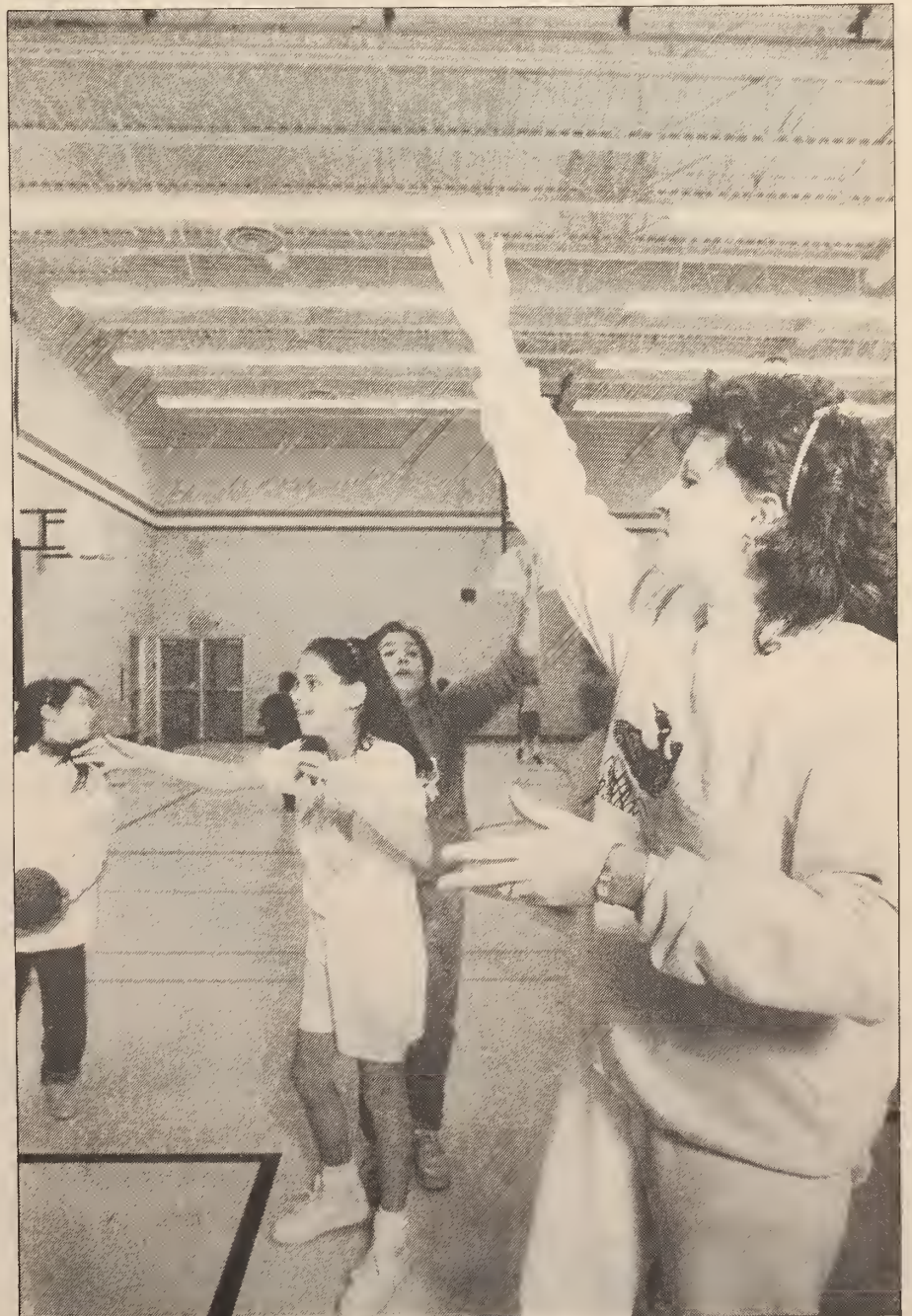
Upon successful completion of their apprenticeship, they are guaranteed admission to the one-year bachelor of education program in September 1990. While the major incentive for participating in the program is the entrance assurance, the apprentices also have the opportunity to experience teaching before making a final commitment to the

profession. The faculty is examining ways of helping apprentices build on their classroom experiences. Millar, Davies and their colleagues are currently evaluating the program and planning for next year.

Meanwhile, back in class, Dosman is unequivocal in her support of the program. "I've learned more in two months

here than I would learn in a year in a university classroom. I'll be so much better prepared. When I do finally attend the faculty, I'll be able to relate better to the subjects they're teaching."

Rosemary Todd specializes in municipal affairs and education.



Teacher education apprentice Lora McKeown puts her students at St. Jude School through their paces.



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VDTs no risk to pregnant women: study

by Jane Stirling

PREGNANT WOMEN who use video display terminals have no reason to fear for the health of their unborn children, says Professor Michael Wiley of the Department of Anatomy. The electromagnetic fields of VDTs have no adverse effects on the development of the fetus.

Wiley and a team of researchers have recently completed a year-long study on the impact of very low frequency (20 kilo-Hertz) magnetic fields on pregnant mice. His findings indicate that there is no statistical difference between the exposed and control groups in maternal weight gain, fetal weight and death, resorption of soft tissue (in rodents, dead fetuses are re-absorbed by the mother's body) or skeletal malformation.

"I see no reason for a woman not to use a VDT during her pregnancy," he said. "There's no strong evidence to convince me there's a significant risk."

In the \$650,000 study sponsored by Ontario Hydro and IBM, 600 mice were exposed throughout their pregnancy to three different amplitudes — low, medium and high — of a magnetic field commonly found around VDTs. The low exposure, scaled to mouse-size, was similar to the field strength experienced by Canadian operators, the medium was similar in strength to the intensity used in Swedish studies in the early 1980s and the high was 3,000 times greater than normal.

In order to eliminate possible sources of investigator bias, the study was conducted four times in a double-blind fashion — the researchers did not know which

animals were exposed and which were from the control group.

Quality control was stringent, Wiley said. The health of the mice was tested before and after the experiment, the location of their cages was changed three times a week to eliminate stress and the lab was closely monitored to ensure light, humidity and temperature did not fluctuate.

Two years ago Health & Welfare Canada conducted a similar but smaller

study using 20 rats. The conclusions drawn by researcher Maria Stuchly parallel Wiley's.

Despite the findings, there is still an element of doubt among many ordinary Canadians, as well as scientists, concerning the effect of magnetic fields. In the early 1980s, Swedish research conclusions were inconsistent. Using a medium amplitude of exposure (higher than that received by a Canadian VDT operator), scientists initially concluded there was

he said. "But this doesn't have anything to do with reducing electromagnetic considerations. It has everything to do with reducing stress."

Although he hopes his research helps to alleviate health concerns, Wiley does not believe the controversy will soon fade. The debate gathers steam "every time someone stands up and says VDTs are a bad thing. I just don't know how many times scientists have to find 'no result' before an issue is laid to rest."

a higher level of fetal death, while subsequent studies found an increase in fetal malformation but not death.

Animal studies allow researchers to create a controlled situation, Wiley said. In studies of humans, factors such as alcohol, drug and tobacco use, stress and age must be taken into account.

A 1988 experiment conducted by a California health insurance company concluded that clerical workers who used computers more than 20 hours a week had a significantly elevated risk of miscarriage. Stress may have been partly responsible, Wiley said.

"Anyone who uses VDTs more than 20 hours a week probably works in a stressful job. They may drink more coffee, smoke more and take more over-the-counter prescriptions. These factors could all be players in the outcome of a pregnancy."

Anything that eases the mind of an expectant mother is beneficial, he said.

"If a woman feels safer sitting two feet away from the terminal or turning it off when she's not using it, that's good,"



DAVID VERESCHAGIN

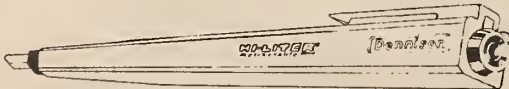
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The 1966 Pension Plan for the Staff of the University of Toronto

Financial Statements June 30, 1989

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AUDITORS' REPORT

To the Administrators of
**The 1966 Pension Plan for the Staff
of the University of Toronto**

We have examined the statement of net assets available for benefits of the pension fund of **The 1966 Pension Plan for the Staff of the University of Toronto** as at June 30, 1989 and the statement of changes in net assets available for benefits for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion, these financial statements present fairly the net assets of the pension fund as at June 30, 1989 and the changes in its net assets for the year then ended in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Toronto, Canada,
November 22, 1989.

Ernst & Young
Chartered Accountants

Statement 1

The 1966 Pension Plan for the Staff
of the University of Toronto

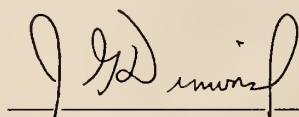
Statement of Net Assets Available for Benefits

June 30, 1989

(with comparative figures for the year ended June 30, 1988)

	1989 \$	1988 (Restated) (Note 7) \$
Investments at market (note 2)	878,426,049	789,916,089
Accrued income receivable	10,276,392	8,552,627
Contributions in transit:		
Employees	299,319	770,576
Transfers from other plans	389,736	42,544
Cash	1,503,641	2,020,379
	<u>890,895,137</u>	<u>801,302,215</u>
Liabilities:		
Refunds in transit	272,759	85,480
Accrued expenses	298,190	227,652
Net assets available for benefits	<u>890,324,188</u>	<u>800,989,083</u>

On behalf of the Governing Council:


Dr. J. G. Dimond
Secretary, Governing Council

Mr. R. G. White
Assistant Vice-President, Finance

Statement 2

The 1966 Pension Plan for the Staff
of the University of TorontoStatement of Changes in Net Assets
Available For Benefits

For the Year Ended June 30, 1989

(with comparative figures for the year ended June 30, 1988)

	1989 \$	1988 (Restated) (Note 7) \$
Increase in Net Assets		
Contributions:		
Employee (note 6)	8,818,994	8,498,038
Transfers from other plans	954,400	1,088,525
	<u>9,773,394</u>	<u>9,586,563</u>
Investment and other income (note 2)	57,423,272	48,983,167
Realized net gains on sale of securities	8,744,920	11,292,831
Unrealized net gains (losses) on value of securities (note 3)	37,613,630	(52,394,813)
Total increase in net assets	<u>113,555,216</u>	<u>17,467,748</u>
Decrease in Net Assets		
Retirement payments	18,450,669	16,744,957
Refunds and transfers (note 4)	4,141,866	2,997,547
Administrative expenses and professional fees (note 5)	1,627,576	1,714,070
	<u>24,220,111</u>	<u>21,456,574</u>
Total decrease in net assets	<u>24,220,111</u>	<u>21,456,574</u>
Net increase (decrease) for year	89,335,105	(3,988,826)
Total assets at market value, beginning of year	800,989,083	804,977,909
Total assets at market value, end of year	<u>890,324,188</u>	<u>800,989,083</u>

(See accompanying notes)

Notes to the Financial Statements

June 30, 1989

1. Summaries of accounting policies

Basis of Presentation

The pension fund has been established for the purpose of receiving the contributions and providing the benefits in accordance with The 1966 Pension Plan for the Staff of the University of Toronto (the "Pension Plan"). These financial statements reflect only the total net assets of the Pension Fund and the changes in net assets and do not purport to show the adequacy of these assets to meet the future obligations of the Pension Plan. All administrative costs (except University staff salaries) including trustee and investment management fees, consulting, actuarial and audit fees are borne by the Pension Plan.

The financial statements for the year ended June 30, 1989 were prepared in accordance with the new presentation requirements of Regulation 72 of the Pension Benefits Act 1987 (Ontario).

These financial statements have been prepared by the University of Toronto on the basis of information provided by the trustee/custodian, Montreal Trust Company, in accordance with the accounting policies noted below:

Investments

Investments are recorded in the accounts at their market value. The realized net gains or losses on the sale of securities is the difference between book and market value.

Premiums and discounts arising on purchases subsequent to December 31, 1981 of bonds and debentures are not amortized, but rather form part of the net gain or loss on the sale of securities at time of disposition or maturity.

The book value of assets are reflected in note 2 for comparative purposes only, determined as follows:

(a) Bonds and debentures purchased before December 31, 1981 are valued at amortized cost (i.e. net of premiums or discounts) to December 31, 1981. Bonds and debentures purchased after December 31, 1981 are stated at actual cost;

(b) Mortgages are stated at their unpaid principal balance plus or minus unamortized premiums or discounts on purchased mortgages. Prior to December 31, 1981, premiums and discounts were amortized over the term of each mortgage. After December 31, 1981 no further amortization was recorded on the premiums and discounts; and

(c) All other investments are stated at actual cost.

Foreign currency securities held at year end have been translated into Canadian dollars at the exchange rate prevailing at the year end. Revenue from foreign currency securities has been translated into Canadian dollars at the rate in effect at the date of the transaction.

Purchases and sales of investments are recorded as of the settlement date.

Interest and dividend income is accounted for on an accrual basis.

2. Investments and investment income

(a) The market value and book value of investments at June 30, 1989 and 1988 are provided below:

	1989		1988	
	Market Value	Book Value	Market Value	Book Value
	\$	\$	\$	\$
Common shares				
Canadian	327,323,490	246,002,975	309,965,621	250,881,924
Foreign	75,644,208	62,527,174	67,528,920	62,629,115
Preferred shares				
Canadian	8,580,200	8,119,208	4,958,980	4,837,980
Pooled funds				
Canadian	3,094,000	3,550,000	6,092,500	4,955,149
Bonds & Debentures				
Canadian	311,535,072	307,099,259	308,925,279	312,954,508
Foreign	1,762,241	1,703,242	—	—
Mortgage loans	16,421,837	17,617,115	19,602,444	20,550,315
Short-term notes & T Bills	109,532,553	109,532,553	54,328,266	54,328,266
Term Deposits and G.I.C.s				
Canadian	24,532,448	24,494,659	18,514,079	18,612,598
	878,426,049	780,646,185	789,916,089	729,749,855

(b) Investment income.

The following is the investment income by category for 1989.

	1989
	\$
Common shares	
Canadian	12,228,628
Foreign	1,907,328
Preferred Shares	
Canadian	117,202
Pooled funds	
Canadian	44,442
Bonds & debentures	
Canadian	30,072,626
Foreign	92,213
Mortgage loans	1,822,773
Short-term notes & T bills	
Canadian	8,323,933
Term Deposits & G.I.Cs	
Canadian	2,267,797
Demand deposits and cash	101,126
	56,978,068
Other income	445,204
	57,423,272

Régulation 72(14) of the Pension Benefits Act requires that investment income be attributed to the category of investment. This information was not required in prior years and was unavailable for comparative purposes.

Other income includes such items as refunds of non-resident taxes, cash received in lieu of fractional shares and capitalization of coupon bonds.

(c) Individually significant investments.

The book value or market value of the following investments exceeds 1% of the book value or market value of total pension plan investments at June 30, 1989.

	Book Value \$	Market Value \$
Common Shares		
Thomson Corp.	9,047,137	15,625,990
Canadian Imperial Bank of Commerce	7,128,491	9,474,300
Royal Bank of Canada	11,077,591	14,184,788
Toronto Dominion Bank	6,383,839	16,107,150
Treasury Bills		
Canada Treasury Bills, July 14, 1989	9,599,394	9,599,394
Canada Treasury Bills, September 29, 1989	9,610,524	9,610,524
Canada Bonds		
9.25% Bonds, May 1, 1996	19,353,671	19,462,800
9.50% Bonds, June 1, 2010	8,516,719	9,163,125
8.50% Bonds, July 1, 1991	7,914,933	8,047,875
8.75% Bonds, June 1, 1996	20,319,309	21,110,863
11.75% Bonds, February 1, 2003	30,250,708	31,552,000

3. Unrealized net gains (losses) on value of securities

	1989 \$	1988 \$
Total invested assets at market value	878,426,049	789,916,089
Total invested assets at book value	780,646,185	729,749,855
Unrealized net gains (losses), end of year	97,779,864	60,166,234
Unrealized net gains (losses), beginning of year	60,166,234	112,561,047
Unrealized net gains (losses) for the year	37,613,630	(52,394,813)

4. Refunds and transfers

	1989 \$	1988 \$
Refunds of contributions		
- upon termination	149,226	139,079
- upon death	345,332	360,723
	494,558	499,802
Transfers to other plans		
- upon termination	3,647,308	2,497,745
	4,141,866	2,997,547

5. Administrative expenses and professional fees

	1989 \$	1988 \$
Investment management fees	1,174,498	1,332,879
Trustee & custodial fees	251,672	220,381
Actuarial & consulting fees	165,310	133,482
Audit fees	15,000	13,000
Administrative expenses	21,096	14,328
	1,627,576	1,714,070

6. Employee pension contributions

The plan Sponsor and Administrator, the Governing Council of the University of Toronto, approved that employee pension contributions be waived for a period of twelve months commencing on May 1, 1989, with respect to all Faculty and Librarians who were members of the Pension Plan on July 1, 1988.

7. Change in accounting policy

Effective July 1, 1988 the method of accounting for administrative expenses and professional fees was prospectively changed from a cash basis to an accrual basis to conform to the requirements of the Pension Benefits Act 1987 (Ontario). The administrative expenses and professional fees, previously charged to expenditures in the year in which they were paid, are now recorded in the year in which they were incurred.



University Professor

Humanities crucial to U of T's survival

by Gay Abbate

THE FUTURE of the humanities and the French department at U of T is bleak, says University Professor Brian Fitch.

Fitch of the Department of French and Marian Packham of the Department of Biochemistry were appointed University Professors last June. This title, the highest honour the University can bestow on a faculty member, recognizes significant scholarly work. Between one and two percent of tenured faculty — currently 20 — have received the designation.

Being a University Professor carries with it a responsibility to speak out about U of T's future, Fitch said. "I'm proud of the honour. If you accept the position then you have to accept some of the obligation that goes with it and fight for the University."

The humanities, he said, have been drastically underfunded over the years because University administrators neither understand nor appreciate their importance to the institution. "The humanities are not a superfluous luxury. They're the core of the University and if we lose them, we'll lose the University. This institution needs to wake up."

The faculty of the French department has been decimated since he arrived 25 years ago, Fitch said. With 170 professors, U of T's French department was then the largest in the world and was renowned for its scholarship and research. Today, the faculty has been reduced to 76. He forecasts that, by the turn of the century when he retires, the number will drop to about 18, at which point only language will be taught — there will be no graduate students, no scholarship and no research.

No future

"There is just no future for French students at U of T," said Fitch, who has served as head of Trinity's French department and associate chair of French graduate studies. "It will be a great loss for Ontario and Canada because many of the specialists, particularly in 16th- and 17th-century literature, in English-speaking Canada are produced here."

Fitch, 54, was born in London, England. He received his undergraduate degree from the University of Durham, England, and his PhD from the University of Strasbourg, France, where he taught English. He came to U of T in 1965 and the following year became the Gerald Larkin Professor of French at Trinity



Brian Fitch

College, a position he still holds. In 1976 he was elected a fellow of the Royal Society of Canada.

He is a leading authority on Nobel Prize winner Albert Camus and the 20th-century French novel. Both in his scholarly work and in his personal life, he has been influenced by three dramatically dissimilar 20th-century French novelists about whom he has written extensively: Camus, an existentialist; Samuel Beckett, an atheist; and George Bernanos, a Catholic.

Fitch first wrote about Camus 30 years ago and the love affair continues to this day. He has written five books and more than a dozen articles on the novelist and

is currently working on a monograph. In 1968 he founded the journal *Albert Camus*, serving as its editor until 1988. "What appealed to me in Camus was the enjoyment of physical existence such as sunbathing. I maintain that nobody understands Camus who doesn't like sunbathing on a beach."

Fitch also founded two other important journals: the *Bulletin des Jeunes Romanistes* in 1960 and *Texte*, an annual periodical on literary theory and practical criticism, in 1983 with colleague Andrew Oliver. In 1985, also with Oliver, he launched Les Editions Paratexte, a publishing house that has already pro-

duced nine scholarly books.

Although he has a dozen books and more than four times that many articles to his credit, he said publishing is not a sign of scholarly work. He would change the old academic maxim of "publish or perish" to "publish and perish." Only controversial books — as his are — should be published. Those which repeat what others have said are boring and a waste of time.

"If justice existed in this world there would be more corpses of published academic authors than corpses of unproductive academics," he said.

The quality of undergraduate teaching, especially in first year, is one of his greatest concerns. All departments should follow the example of his and assign their best and most experienced teachers to these courses.

Too many teachers in the classroom don't belong there, he noted. Those who view students as "just pieces of blotting paper" or who are more interested in having their own ideas regurgitated than in promoting independent thinking should not be in the profession.

Teaching is a total commitment which requires a close working relationship with students. "I refuse to keep students at a distance. I don't believe in a doctor's-waiting-room approach to research."

Renaissance man

He is the consummate scholar: literary critic, linguist, theorist and philosopher. With his salt-and-pepper hair, beard, glasses and office overflowing with books, he easily fits the image of the Renaissance man. Appropriately, medieval and Renaissance music are his favourite outlets for relaxation.

A workaholic and perfectionist, he nevertheless finds time to enjoy such sensual pleasures as good wine — he keeps a cellar in Bordeaux, France — and driving fast Italian cars. He wants to retire to Italy where he can continue to indulge in these passions and eventually write a book about appreciating Italian wines.

His most significant scholarly work, however, still lies ahead. Currently, he is writing a book entitled *Fictional Worlds and Their Undoing*, which deals with the 20th-century novel and its visualization by the reader. In May and June he will be giving a series of seminars on this topic as visiting professor at the University of Sao Paulo, Brazil. Another major undertaking is his collaboration on a bilingual 25-30 volume critical edition of Beckett's prose work.

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Students learn to balance profits with humanity

by Mary Hancock

IMAGINE a situation in which a business person — let's call him Ted — runs a company that prints and distributes advertising leaflets. For several years, the largest source of revenue for Ted's firm has been a toy company. One day this client asks Ted to print a leaflet advertising a new product. Ted learns this toy is unsafe for children but the ad does not disclose the danger and the company refuses to do so at Ted's request. Should Ted go ahead and run the ad anyway?

That's a question that prompts a lively debate when it's presented to a class of students at U of T. Isn't it Ted's primary responsibility as a manager to make as much profit as possible for his company's shareholders? Turning down the job would mean turning down income and could result in the loss of a major client. Besides, if Ted doesn't run the ad, someone else will. And doesn't the client have the right to exercise freedom of speech?

On the other hand, what is Ted's moral obligation? Does he have a duty to protect the safety of children? Is this a time when other rights are more important than freedom of speech?

And so the debate goes. Despite the impression this scenario may give, these students are not majoring in theology or philosophy; they're in MBA programs at the University's Faculty of Management. This session is just one of many they will have during a mandatory first-year course in strategy formulation and ethical analysis.

Not all business schools recognize the importance of providing students with a basis in ethics. In many institutions,

the course is optional if offered at all — the usual reason being that ethics are something we all learn as children and if students haven't learned the difference between right and wrong by the time they enter a master's program, it's probably too late.

Professor Emeritus Max Clarkson of the Faculty of Management refuses to accept this reasoning. Clarkson, a former dean of the faculty, has played a significant role in developing the ethics course and making it a mandatory part of the MBA program.

He believes that although most of us learn a basic code of right and wrong in childhood, we don't learn how to analyze ethical dilemmas. The U of T course gives students the language to do so.

"There are many languages in business — for example, those used for accounting, finance and risk management," he says. "These give business people the analytical tools, much as cost-benefit analysis does, to make decisions. We're simply giving our students the language of ethical analysis."

The students learn to identify the competing ground rules and ethics that often exist in business. For instance, in the situation described earlier, Ted could follow "end-point ethics" — an example being "if it's profitable, it's okay," Clarkson says. If Ted adhered to this, he would print the ad because it would provide immediate profits.

But Ted, who learned certain rules in childhood such as "respect life and property," "share power" and "tell the truth," feels uncomfortable about printing the ad without a disclaimer. These "rule ethics" provide the basis for the "social-contract ethics" that guide Ted in conducting his business in a socially responsible manner.

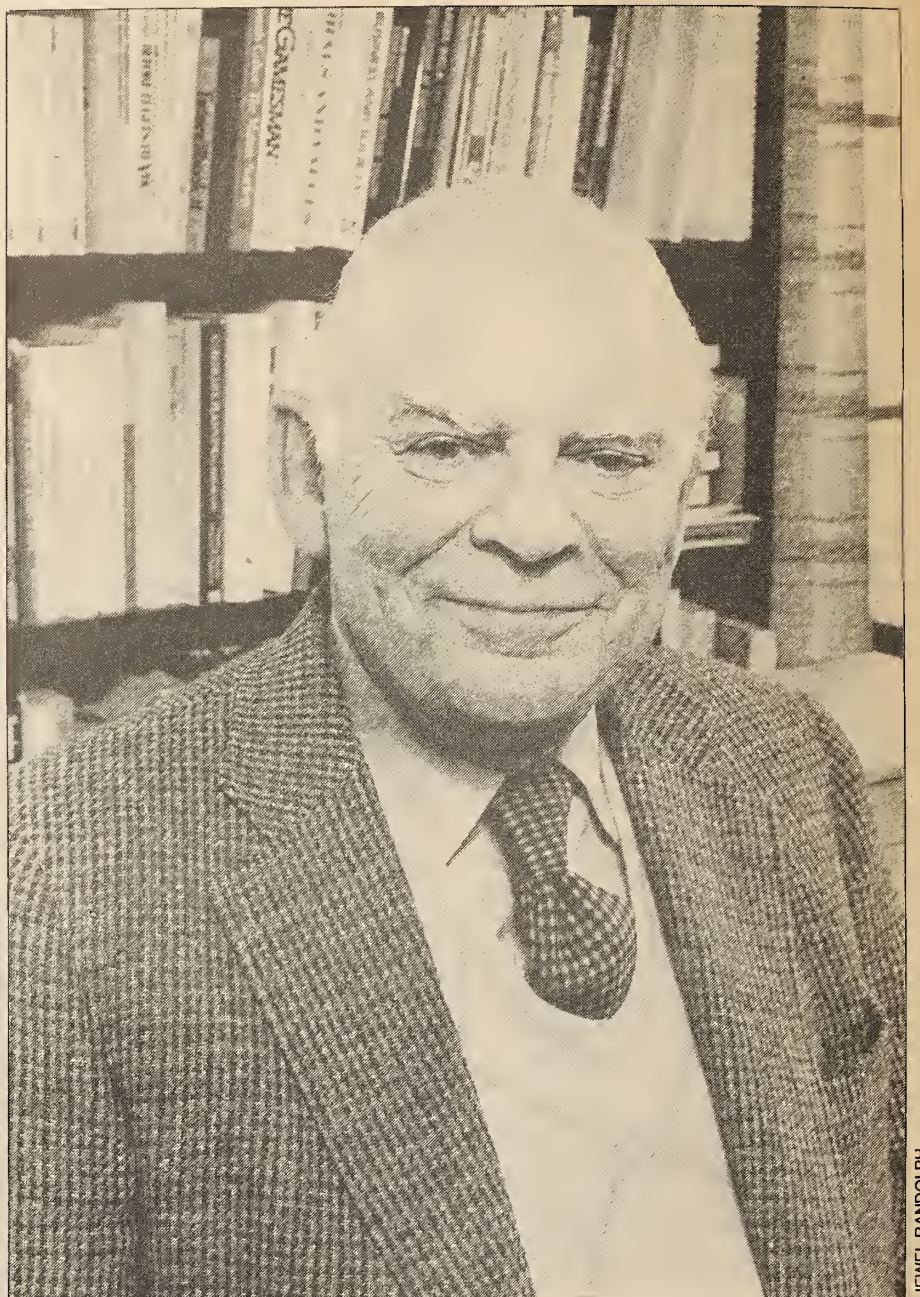
Avoid tragedy

Traditionally North American companies have stuck almost exclusively to end-point ethics. But as Clarkson points out, this can lead to disasters such as the 1984 chemical leak at the Union Carbide plant in Bhopal, India, or the high rate of cancer experienced by asbestos miners.

"If the top management of the companies responsible [for those disasters] had been able to identify and analyze the long-term ethical implications of their decisions, they could have avoided the tragedies they created for their shareholders, customers and employees," he says.

"In business, human values need to be given equal priority with the values of technology and profit. It's a question of finding a balance in our decision making."

While many in the business world have turned their attention to this topic only recently, Clarkson's interest began during his 28 years in the private sector before joining the University as dean in



Max Clarkson

1975. "It became clear to me then that business people were focusing too heavily on the bottom line and ignoring a lot of the other factors that affected their success, such as the effect of their activities on the environment or their treatment of employees," he says.

In 1971 he helped establish the Niagara Institute, an institution dedicated to improving the quality of leadership in labour, business and government. During this time, his interest in business ethics grew and, in 1972, he began teaching a course there on human values in organizations.

After his appointment to the University, he taught an optional course on values and, in 1983, lectured on corporate social responsibility in which second-year MBA students collected and evaluated information on the social performance of many corporations.

The students discovered that companies with low social performance scores also performed poorly in economic terms compared with others in their industry. This did not surprise Clarkson. "A business has to be ethical in order to be profitable over the long-term."

What he learned corroborated his views on the necessity of teaching ethi-

cal analysis. He and colleagues Professors Colin Boyd and Len Brooks, among others, gradually developed the framework for ethical analysis that is taught today. "We want to give our students a clear message as soon as they start their program that ethical analysis is important and that it is a part of the general manager's responsibility."

Currently Boyd and Brooks teach the course, leaving Clarkson free to pursue other interests, namely writing a book on business and ethics.

He is also busy coordinating the faculty's recently established Centre for Corporate Social Performance & Ethics which examines the performance of specific companies and enters this information on an "Ethidex" data base. In future the centre will provide corporations and other researchers access to this material and will develop a method companies can use to evaluate their own social performance.

While many address the topic of ethics solely as an intellectual exercise, Clarkson cautions against this. "Ethics are a matter of the heart and gut as well as the head."

Mary Hancock is a Toronto writer.



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A national supercomputer centre

TO THE EDITOR:

As a member of the Task Force on Large-Scale Computation, I am very familiar with the report of the task force described in your last issue ("Cray too costly," Jan. 22).

The article says it costs almost \$500,000 a year to maintain the Cray. It then quotes Professor Kenneth Sevcik, chair of the task force, saying that since one can buy a new computer for such a sum, "it doesn't make sense to keep it (the Cray) alive for much longer." I do not agree. Our report did not conclude that the Cray X-MP/24 is too costly or that it should be decommissioned.

It is true that the cost of maintaining the Cray is almost \$500,000 per year. But is it too costly? It depends on the amount of service the Ontario Centre for Large Scale Computation (OCLSC) — and therefore Cray users — obtain from Cray Research Inc., the company that makes the machine.

To provide a stable working environment for OCLSC clients, the supercomputer runs fully attended and is used 24 hours a day. Three Cray Research Inc. employees work full-time for OCLSC. Cray employees work on site during the day and are on call 24 hours a day. The system is monitored constantly to detect hardware problems as soon as they occur. There is a substantial Cray spare-parts stock on site. Should the system fail, there is always someone there to immediately start corrective maintenance procedures. The reason for such precautions is simple: one would not want this very powerful machine to be unavailable to users for even one night. Such downtime would be too costly. As a result of these maintenance measures, the Cray has been available for 98.98 percent of scheduled uptime in 1989.

Fully supported Cray Research software includes the operating system, two Fortran compilers, a C compiler, a Pascal

compiler and various system and numerical libraries as well as application packages. More than 40 remote nodes at the University run Cray's front-end station software. There are telephone lines to Cray Research system support, performance analysts, application support and even system developers if we need their help. Critical software problems are usually solved in a matter of hours. Also included are several system and user documentation sets, updated with new software releases and training courses for users and staff. It is mainly because of this extensive vendor support that OCLSC's system staff of only two can successfully run a computer system of such power, as well as the Cray front-end computers.

The cost of vendor employees is not just their salaries and benefits. It includes vacation and sick leave replacement, education, training, company contacts and support. Therefore the total value of Cray Research expertise on site alone is at least \$300,000 per year. The remaining \$200,000 per year covers just the hardware and software maintenance costs.

It is true that the maintenance of the Cray is relatively expensive — but the power and therefore the value of the computer is an order of magnitude or more greater than that of departmental computer systems. It is also true that the cost of maintaining any system or collection of systems of equivalent power to the Cray, from any other vendor, would not be less — provided, of course, the vendor was able to furnish the level of service equal to that OCLSC users have come to count on.

In conclusion I would like to inform your readers that OCLSC has become the *de facto* national supercomputer centre — known for an excellent, proven and stable supercomputer system, for dedicated, friendly and knowledgeable staff and for an extremely high standard of service. We would be happy to provide any interested person with the OCLSC research report in which our clients write about the value of the Cray X-MP/24 and OCLSC in their daily work.

Anna M. Pezacki
Manager, Technical Support
OCLSC

Points raised

TO THE EDITOR:

It was refreshing and encouraging to read "The constructive challenge of feminism" (Jan. 22) written by a group of men from various faculties of the University.

The letters addressing feminist issues that have appeared in your pages have rarely named the underlying roots of anti-feminism as this article tries to do. Some of these letters have used ridicule as a way of attacking efforts to address the matter. It is a common way of deflecting attention from the real issues.

Things can only improve if the points raised by the article are faced and acted upon throughout the student and academic community.

Brigid Murphy
St. Michael's College

The ethics of animal experimentation

TO THE EDITOR:

Lee Shekter argues that there are things that can be learned from experiments on whole, living animals that can't be learned from cell culture studies, computer simulations and all the other alternatives ("Animals, alternatives and advocacy," Jan. 22). But Mr. Shekter still hasn't justified animal experimentation. Is knowledge to be bought at any price? I'm sure he doesn't think so, even though we seem to draw the ethical line in different places. Mr. Shekter wouldn't conduct harmful experiments on human beings; I would extend the prohibition to animals.

There are no grounds for doing to animals what we would not do to ourselves — for discriminating against them, in other words. They too are sentient and self-conscious. And yet discrimination on a massive scale is precisely what those who experiment on animals (but wouldn't do so on humans) are guilty of.

As I sit at my animal rights literature table, I hear a variety of attempts to justify this discrimination. Occasionally, they take the form of an appeal to certain verses of the Bible. (I mention this because even those of us who don't find such appeals convincing are sometimes unconsciously influenced by our religious cultural heritage. I have also seen antivivisectionist arguments based on other verses of the same Bible.) Mostly, these attempts take the following form: humans are more intelligent than animals, therefore we are entitled to experiment on them for our own benefit. There are several things wrong with this argument.

It is merely by good luck that we humans find ourselves at the pinnacle of the scale. Could our status have something to do with the fact that we're the ones who decided what the scale should measure? If rats had power over humans, might they not come up with a different scale — measuring olfactory acuity, say — that would enable them to rationalize their experiments on us? Humans themselves vary in intelligence. Are the bright among us justified in experimenting on the stupid? Remember, too, that there are severely retarded humans who are less intelligent than normal rats.

The conclusion — that we are entitled to use animals for research — simply doesn't follow from the premise — that we are more intelligent. Intelligence may or may not be relevant to a particular type of rights. It is relevant to the right to vote (and humans are the only animals who are intelligent enough to be able to exercise that right), but it is *not* relevant where it's a question of the right not to be killed, harmed or made to suffer. No animal should be experimented on (except for that individual animal's benefit) without its or its family's informed consent — and humans are the only animals who are intelligent enough to be able to give that consent.

Those who argue on behalf of animal experimentation also appeal to naked self-interest: if your child were dying, and could be saved only by performing a terminal experiment on a rat, which one would you choose? In response, let me ask: if your child were dying and could be saved only by performing a terminal experiment on another child, a normal, healthy child that you didn't know, that you had no connection with, living in another country, perhaps of another race...?"

Both these questions are terribly unfair. In desperate circumstances people may be tempted to do awful things. But what we're talking about here is public policy. Should awful things — done to a child or to a rat — be publicly sanctioned, encouraged and financed?

When you get down to it, animal experimentation is based on two principles: do unto others (those who aren't like you) whatever you want and might makes right.

Don Roebuck
President
U of T Students for Animal Rights

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Letters from Readers

Pay equity and past practice

TO THE EDITOR:

I am pleased that our university was able to meet the Jan. 1 deadline for posting our pay equity plan and one can only hope that the Presidential Advisory Committee on Pay Equity had enough time to do a thorough and complete job given the complexity of our institution's bureaucracy. Time and hindsight will tell!

While I am also pleased that some of my colleagues will receive salary adjustments as a result of this exercise, I feel a great deal of disillusionment that our institution, at which extensive resources of knowledge and expertise abound, was not in a position to say with the Campbell Soup Co. that only minor adjustments were necessary because a system to combat this type of discrimination had been in place already. The University should be leading on these sorts of issues.

I have no doubt that many employ-

ees knew they were being underpaid and would therefore not have been surprised at the adjustments necessary. In one case in which I was intimately involved, it was clear to everyone on staff that the incumbent was overworked and underpaid, but nothing we did, following all the normal procedures, could convince the Human Resources Department that there was a serious problem. That particular position is now entitled to a 22.3 percent increase, a fact that gives some credence and vindication to our unsuccessful struggle for reclassification. The staff member had been in the position for at least seven years before finally deciding that it was not worth it and moving on.

Along with personal notices to individual female staff members who will be receiving salary adjustments, I would suggest that as a goodwill gesture the administration send along a letter of apology for the wage loss these employees have suffered because of the discriminatory system which had been in place here. This is the very least they deserve.

Claire Alleyne
Faculty of Education

Another issue

TO THE EDITOR:

On the basis of my objections to "gender-neutral" language, I am apparently to be put in the same category as Marc Lepine, the Montreal mass murderer ("Different degrees," Jan. 8). Is this the kind of thinking that ought to be found in a university?

Most people who have commented on the Montreal horror story were shocked both by the event itself and by the attempts to interpret it as proof that men in general are brutal and vicious. Meanwhile, several commentators raise another issue.

A male professor, now retired, says that although he does not know the precise circumstances, he believes someone could have done something to stop the slaughter. The killer must have had to reload his weapon at least twice and would have needed at least 10 seconds to do so. "Why didn't the men do something to stop him?" he asks.

Meanwhile, a female professor, far from retirement, makes the same point, but in language the gender neutralists might not like: "Why didn't the men do anything to help the women? What has happened to chivalry?"

D.J. Dooley
St. Michael's College

Letters deadlines

Please submit letters well in advance of the deadlines. We will make out best effort to publish letters received by 5 p.m. on the Fridays listed below in the next issue of the paper.

February 16 for Feb. 26
March 2 for March 12

Letters should be submitted on a computer disk (5.25 inches) in WordPerfect 4.2 or plain text format, or on paper, typed and double spaced. Please include a telephone number and, if possible, a fax number. Disks will be returned if an address is provided.



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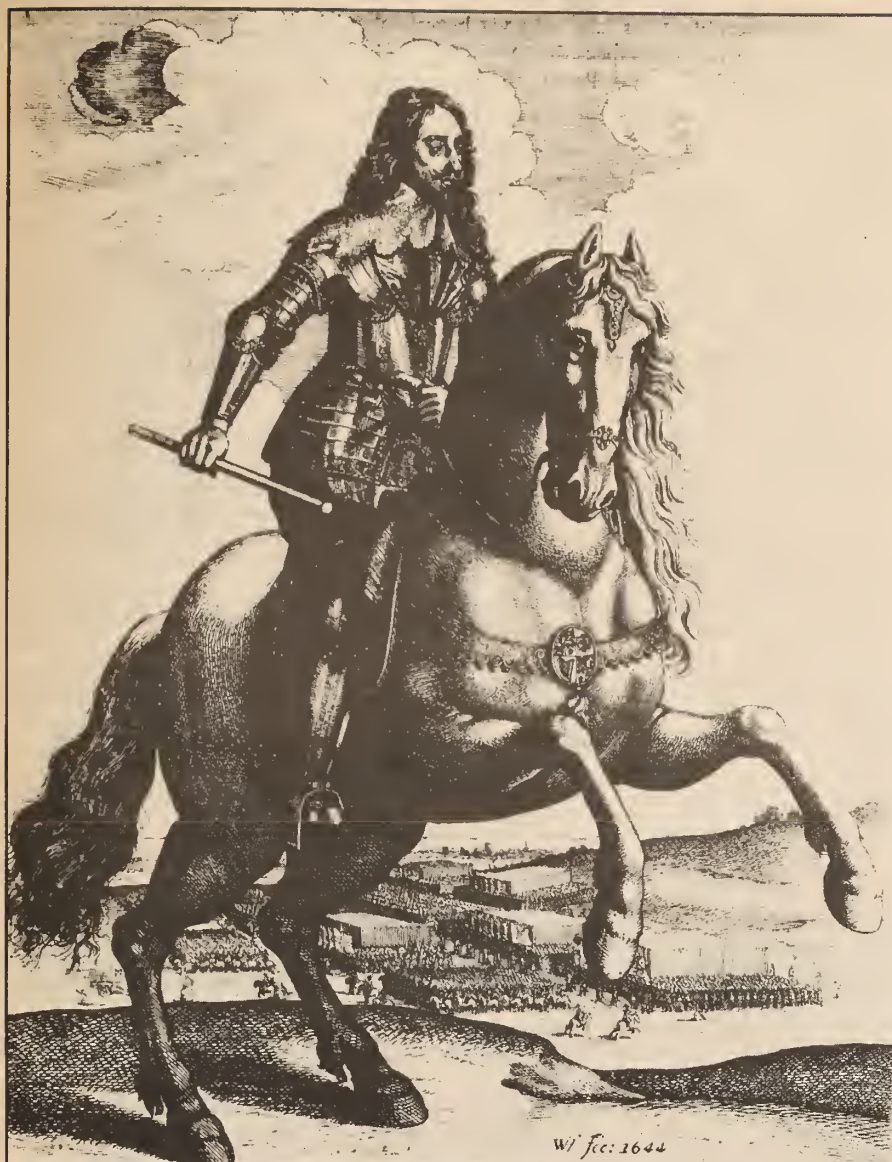
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Monday - Thursday 9:30 a.m. - 4 p.m.

Friday 9:30 a.m. - 5 p.m.



Events



Etching of Charles I by Wenceslaus Hollar, from an exhibition at the Thomas Fisher Rare Book Library. See Exhibitions.

Lectures

5-Fluorouracil in Cancer: Can You Teach an Old Drug New Tricks?

Wednesday, February 14
Prof. Charles Erlichman, Department of Pharmacology. 4227 Medical Sciences Building. 4 p.m. (Pharmacology)

Demystifying Archaeology in Ontario.

Wednesday, February 14
Prof. Gary Crawford, anthropology, Erindale College. Lecture room, McLaughlin Planetarium. 5:15 p.m. (Archaeological Institute of America, Toronto Society)

The Architectural Essay, 350 Years Later.

Wednesday, February 14
Jacques Rousseau, architect, Montreal. Room 103, School of Architecture & Landscape Architecture, 230 College St. 7 p.m. (Architecture & Landscape Architecture and Canada Council)

Letters from Babylon: Glimpses of Daily Life in the Age of Hammurapi.

Wednesday, February 14
Prof. Roland F.G. Sweet, Department of Near Eastern Studies. Auditorium, Medical Sciences Building. 8 p.m. (Canadian Society for Mesopotamian Studies)

Two Years' Experience with the Standardized Audiovisual Examination in Respiriology.

Thursday, February 15
Profs. Sheldon Mintz and A.I. Rothman, Department of Medicine. 3163 Medical Sciences Building. 5 p.m. (Studies in Medical Education)

Hiroshima: Then and Now.

Thursday, February 15
An account of the 1989 Conference against Atom and Hydrogen Bombs by student members of Canadian Physicians for the Prevention of Nuclear War. 140 University College. 8 p.m. (Science for Peace)

Ethnic Occupational Concentration and Assimilation.

Friday, February 16
Prof. Robert Jiobu, Ohio State University. 229 Borden Building. 2 p.m. (Sociology and Ethnic, Immigration & Pluralism Studies)

Against Transcendental Empiricism.

Thursday, February 15
Prof. Bas van Fraassen, Princeton University. 179 University College. 4 p.m. (Philosophy)

Living in a Greenhouse after Chernobyl.

Thursday, February 15
Prof. Richard Wilson, Harvard University. 102 McLennan Physical Laboratories. 4:10 p.m. (Physics)

New Developments in Molecular Topology.

Friday, February 16
Prof. Paul G. Mezey, University of Saskatchewan. 158 Lash Miller Chemical Laboratories. 3:30 p.m. (Chemistry)

The History of Industrial Research and Development in Canada: An Historiographic Problem.

Monday, February 26
Prof. James P. Hull, Okanagan

gration & Pluralism Studies)

The Cells and Molecules of Memory.

Sunday, February 18
Prof. Derek van der Kooy, Department of Anatomy. Auditorium, Medical Sciences Building. 3 p.m. (Royal Canadian Institute)

Implicit Sociology or Common Sense: Mental Health Workers' Conceptions of Society.

Thursday, February 22
Prof. Robert Sevigny, University of Montreal. 2008 Wilson Hall, New College. 7:30 p.m. (The Luna circle)

Colloquia

College, Kelowna. 303 Victoria College. 4:10 p.m. (IHPST)

Workshops

The Environment.

Monday, February 12
David MacDonald, MP for Rosedale; Canadian public policy workshop. 3050 Sidney Smith Hall. 4 to 6 p.m. (Political Science)

Sources for the Study of Soviet History in the 1920s and 1930s.

Thursday, February 15
Graduate history workshop. 2090 Sidney Smith Hall. 7 p.m. (CREES)

Mandatory Retirement.

Monday, February 26
Bob Charney, Ontario Department of the Attorney General; Canadian public policy workshop. 3050 Sidney Smith Hall. 4 to 6 p.m. (Political Science)

Seminars

Towards the Mutiny: Kinship and Rebellion in the 19th-Century Bombay Presidency.

Monday, February 12
Prof. Lawrence Preston, Red Deer College. 2090A Sidney Smith Hall. 4 p.m. (South Asian Studies)

Television's Impact on the Human Nervous System.

Monday, February 12
Prof. Bob McIlwrith, University of Manitoba; Prof. Ed Slopek, McGill University; and Prof. Derrick de Kerckhove, McLuhan Program. Coach House, 39A Queen's Park Cres. E. 7 to 9 p.m. Fee \$10. Information: 978-7026. (McLuhan Program and Association for Media Literacy)

Manipulating Large Molecules with Light-High Resolution Molecular Beam Laser Spectroscopy in the Ultra-violet.

Tuesday, February 13
Prof. David Pratt, University of Pittsburgh. 134 McLennan Physical Laboratories. 4 p.m. (Ontario Laser & Lightwave Research Centre)

Environmental Assessment Board — Sustainable Development.

Tuesday, February 13
Grace Patterson, Ontario Environmental Assessment Board; environment and sustainable development semi-

nar. 211 Haultain Building. 4 p.m. (IES)

Reading as Collective Interpretation.

Wednesday, February 14
David Bleich, scholar and author; Aspects and the Use of Literacies series. Room 4-411, Ontario Institute for Studies in Education, 242 Bloor St. W. 2 to 4 p.m. (McLuhan Program and Focus on the Nature & Development of Literacy, OISE)

Predator-Mediated Snail and Macrophyte Community Patterns in Northern Wisconsin Lakes.

Thursday, February 15
Prof. David Lodge, University of Notre Dame. 2082 South Building, Erindale College. 5 p.m. (Erindale Biology)

Tyrosine Kinases, GAP and Phospholipase C: SH₂-Proteins in Signal Transduction.

Friday, February 16
Prof. Anthony Swallow, Department of Medical Genetics and Mt. Sinai Hospital; membrane and signal transduction series. Room 1248, 1st floor, Elm St. wing, Hospital for Sick Children. 12:30 p.m. (Research Institute, Hospital for Sick Children)

Plasmodesmata: Structure, Function and Viral Interaction.

Friday, February 16
Prof. Bill Lucas, University of

California at Davis. 3087 Earth Sciences Centre. 10:30 a.m. (Botany)

Lilies as a Model System for Studying Chromosome Behaviour.

Friday, February 16
Prof. Clare Hasenkampf, Division of Life Sciences, Scarborough College. 0149 Earth Sciences Centre. 2:30 p.m. (Botany)

Molecular Adaptation on Rugged Fitness Landscapes.

Wednesday, February 21
Prof. Stuart Kauffman, University of Pennsylvania. 161 Lash Miller Chemical Laboratories. 4 p.m. (Nonlinear Studies Group)

Biological Research: Past and Future at PRI (Ortho Canada).

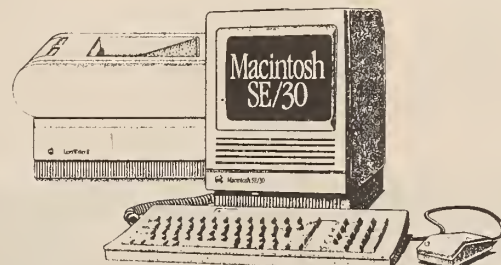
Thursday, February 22
Cathy Lau, R.W. Johnson P.R.I. (Canada); University-industry scientific seminar. 4171 Medical Sciences Building. 4 p.m. (Faculty of Medicine)

Cytoplasmic PH Regulation by H⁺-ATPases in Macrophages: Functional Implications.

Friday, February 23
Dr. Carol Swallow, Toronto General Hospital; membrane and signal transduction series. Room 1248, 1st floor, Elm St. wing, Hospital for Sick Children. 12:30 p.m. (Research Institute, Hospital for Sick Children)

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Meetings & Conferences

Business Board.

Monday, February 12
Council Chamber, Simcoe
Hall. 5 p.m.

University Affairs Board.

Tuesday, February 13
Council Chamber, Simcoe
Hall. 4 p.m.

The Transformation of Eastern Europe: Political and Economic Interpretations.

Friday, February 16
Colloquium. I. Political Interpretations. Chair: Prof. Robert Johnson, Centre for Russian & East European Studies. Panel: Prof. Valerie Bunce, Northwestern University; Prof. Timothy Colton, Harvard University; Prof. Leo Panitch, York University; and Geoffrey Pearson, former Canadian ambassador to the USSR. II. Economic Interpretations. Chair: Prof. Michael Trebilcock, Panel: Prof. Reuven Brenner, University of Montreal; Prof. Padma Desai, Columbia University; Prof. Zbigniew Fallenbuchl, University of Windsor; and Prof. Carl McMillan, Carleton University. Croft Chapter House. 1 to 5:30 p.m.

Reservations: Pia Bruni, 978-5842.

(International Business & Trade Law Program, Law & Economics Program and Political Science)

Biosensor Technology in Review.

Thursday, February 22
Symposium. Topics include: applications; electrochemical, optical and piezoelectric devices; and immobilization of active biochemical species at metal and silicate interfaces. 161 Lash Miller Chemical Laboratories. 1 to 4 p.m. (Chemistry)

Power of the Weak? The Authority and Influence of Medieval Women.

Friday, February 23 and Saturday, February 24
Centre for Medieval Studies annual conference. All sessions in George Ignatieff Theatre, 15 Devonshire Place.

Friday, February 23
Woman: Her Intrinsic Value and Her Authority.

Thinking about Women: Ideas about the Nature of Women in 13th-Century Pastoral Manuals, Jacqueline Murray, University of Windsor. Attitudes to Women in Wyclif's Theological Corpus, Simon Forde, University of Leeds. 10:40 a.m. to 12 noon.

Woman's Voices I. Parisian Nobles, a Scottish Princess and the "Woman's Vice" in 15th-Century Song, Paula M. Higgins, Duke University. "Spottis blak": Disease and the Female Body in Courtly and Hagiographic Discourses of the Late Medieval Period, Marlon Wynne-Davies, University of Liverpool. 2 to 3:20 p.m.

Woman's Voices II. Imputed and Actual Female Voices in Anglo-Norman Hagiography, Jocelyn Wogan-Brown, University of Liverpool. Yvette of Huy, Saint and Mother: Children and Mothering in the Life of a 13th-Century Saint, Jennifer Carpenter, Centre for Medieval Studies. 3:40 to 5 p.m.

Saturday, February 24
Woman's Power in Celtic and Early Germanic Society: Myths, Ideals, Attitudes. Women and Vengeance in Irish and Icelandic Narrative, William Sayers, Council of Ontario Universities. Women and Sin and Sinful Women, Patricia Starkey, University of Liverpool. 9:30 to 10:50 p.m.

Woman's Power in the Family: The Effects of Major Change. The Status of Noble Women in Late Medieval Siena: Patronies and Adversity, Edward English, Pontifical Institute of Mediaeval Studies. Marital Status of Converso Women after 1391 as Reflected in the Responsa Literature, Libby Garshowitz, Department of Near Eastern Studies. 11:10 a.m. to 12:30 p.m.

Legitimizing Women's Power. Intercession and the Medieval Queen: The "Esther" Topos, Lois L. Huneycutt, University of California at Santa Barbara.

Appeal and Intercession, John C. Parsons, Pontifical Institute of Mediaeval Studies. Legitimizing the Power of French Queens in the Early 16th Century, Elizabeth McCartney, University of Iowa. 2 to 3:20 p.m.

Keynote Address. Permeability (or Lack Thereof) in Medieval Gender, Susan M. Stuard, Haverford College. 3:40 to 4:25 p.m. Round table discussion. 4:25 to 5:30 p.m. Registration fee: \$50, students and seniors \$10.

Information and pre-registration: 978-2380.

The Linguistic Brain: Models of Language Performance/Le Cerveau Linguistique: Modèles de performance langagière.

Friday, February 23 and Saturday, February 24
A bilingual, international and interdisciplinary colloquium. All sessions in Wetmore Hall, New College.

Friday, February 23
Session 1. Application of Feature Geometry to the Analysis of Phonemic Paraphasias, Renée Beland, Centre de Recherche du Centre Hospitalier Côte des Neiges, Montréal. Temporal Variables and Linguistic Performance in Nine Subjects with Unilateral Left Hemisphere Lesion, Parth Bhatt, Department of French. How Does the Brain Control Articulatory Timing? Eric Keller, Université de Québec à Montréal. 3:15 to 5:15 p.m.

Session 2. Aphasia in Bilinguals, Michel Paradis, McGill University. A Neurolinguistic Model of Reading in Deep Dyslexia, André Roch Lecours, Centre de Recherche du Centre Hospitalier Côte des Neiges, Montréal. 5:30 to 6:50 p.m.

Saturday, February 24
Session 3. Syllable Structure and Language Performance: Error Elicitation Evidence, Ann Laubstein, Carleton University. Speech Errors and Linguistic Performance, Peter Reich, Department of Linguistics. 9 to 9:40 a.m.

Session 4. The Acquisition of Semantic Categories, Henry Schogt, Department of French. Semantic Perception, François Rastier, Centre National de la Recherche Scientifique, Orsay. 10:45 a.m. to 12 noon.

Session 5. A Psycholinguistic Model of Linguistic Performance in Bilinguals, Michel Paradis, McGill University. Online Speech Processing: Lexical Access in Bilinguals, François Grosjean, Université de Neuchâtel, Switzerland. The Fractionation of Linguistic Performance: What Jargonaphasia Tells Us about Morphophonological Processes, Harry Whitaker, Université de Québec à Montréal. 2 to 4 p.m.

Session 6. The Interaction between Prosodic Systems and Linguistic Performance, Philippe Martin, Department of French. On the Acquisition of Morphosyntactic Systems, Susanne Carroll, OISE and Yves Roberge, Department of French. A New Model of Morphophonological Processes, Jonathan Kaye, University of London and Jean-Roger Vergnaud, University of Southern California at Los Angeles. 4:15 to 6:30 p.m. Registration fee: \$20, students \$10.

Information and registration: Prof. Parth Bhatt, 978-8281 or Ronald Davis, 481-4959.

Exhibitions

SCARBOROUGH COLLEGE

25th Anniversary Faculty/Staff Art Show.

To February 16
The Gallery. Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.

SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

Study Abroad. To February 23
Work of students in the study abroad program. The Galleries, 230 College St. Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

ROBARTS LIBRARY

Books Donated to Chair of Hungarian Studies.

To February 28
The books cover a wide range of topics including art, folklore and landscape; donated by the World Federation of Hungarians in Budapest. Main Display Area. Hours: Monday to Friday, 8:30 a.m. to 12 midnight;

Music

ROYAL CONSERVATORY OF MUSIC

Violin Pedagogy Seminar.

Monday, February 12
The Crucial Second and Third Year, Lise Elson. Room 215, Royal Conservatory of Music. 9 a.m.

Violin Master Class.

Monday, February 12
With Lise Elson. Room 215, Royal Conservatory of Music. 3 to 5 p.m. Information: 978-3756.

Noon Hour Series.

Wednesday, February 14
Mary Kenedi, piano.

Wednesday, February 21
Gayle Hennick, piano. Concert Hall. 12:15 p.m.

Chamber Concert Series.

Wednesday, February 14
John Barnum, conductor; Peteris Zarins, piano. Concert Hall. 8 p.m.

Twilight Series.

Thursday, February 15
Mary Enid Haines, soprano; Elizabeth Rutter, flute; Barbara Hankins, clarinet; Beverley Spotton, viola; Susan Gagnon, cello; and Karen Quinton, piano. Concert Hall. 5:15 p.m. Tickets \$2, students and seniors \$1.

Flute Master Class

Saturday, February 17
With Günter Rumpel. Concert Hall. 10 a.m. to 12 noon and

2 to 5 p.m. Fee \$50, auditors \$20, RCM students \$12 per day or \$10 per session, RCM students \$8. Information: Mara Goosman, 693-0832.

Flute Lecture Recital.

Sunday, February 18
Günter Rumpel, flute and Stefi Andres, piano. Concert Hall. 3 p.m. Tickets \$12, students and seniors \$8.

Evening Series.

Friday, February 23
Anagnoson and Kinton, Duo Pianists. Concert Hall. 8 p.m. Tickets \$25, Students and seniors \$15.

Art Gallery of Ontario Series.

Sunday, February 25
Royal Conservatory Orchestra. John Barnum, conductor; Bronson Kwan, violin; Jean Saulnier, piano; and Hibiki Kobayashi, violin. Walker Court, Art Gallery of Ontario. 3 p.m.

Information on all Conservatory concerts available from the publicity office, 978-3771.

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Thursday Noon Series.

Thursday, February 15
Featuring performances by student chamber ensembles. Walter Hall. 12:10 p.m.

Faculty Artists Series.

Saturday, February 17
Joanne Kolomyjec, soprano; Lisa Gaasenbeek, mezzo-soprano; Mark Dubois, tenor; Joel Katz, bass-baritone; William Aide, John Greer, Greta Kraus, Boris Lysenko, Marietta Orlov and Patricia Parr, piano. Walter Hall. 8 p.m. Tickets \$12, students and seniors \$7.

Information on all events in the Edward Johnson Building available from the box office, 978-3744.

Events deadlines

Please note that information for Events listings must be received in writing at the Bulletin offices, 45 Willcocks St., by the following times:

Issue of February 26, for events taking place Feb. 26 to March 12: Monday, February 12

Issue of March 12 for events taking place March 12 to 26: Monday, February 26

HartHouse food services

Yes, We're Open During Reading Week!
February 16th to 23rd

ARBOR ROOM

8:00am to 8:00pm Monday to Friday
10:30am to 4:30pm Saturday and Sunday

TUCK SHOP

9:00am to 5:00pm Monday to Friday

GREAT HALL

11:30am to 2:00pm Open for Lunch
CLOSED for Dinner from Friday, February 16th
Re-OPENS for Dinner on Monday, February 26th
Watch for "Hart ♥ Warming" Specials Feb. 14th

GALLERY CLUB

11:30am to 2:00pm Open for Lunch
CLOSED for Dinner from Monday, February 19th
Re-OPENS for Dinner on Tuesday, February 27th
"Thai Festival" continues until February 16th



Applications

are now being accepted for a

Fellowship in Ocular Oncology

at

The Princess Margaret Hospital

beginning July, 1990. Contact:

Dr. E.R. Simpson, Director of Ophthalmology
The Princess Margaret Hospital
500 Sherbourne Street
Toronto, Ontario
M4X 1K9

A Collaborative Ocular Melanoma Centre

Miscellany

Love Yourself.

Wednesday, February 14
Learn how to improve your lifestyle, 15 exhibitors with information and giveaways. Lobby, Sidney Smith Hall. 10 a.m. to 4 p.m. (Health Service and SAC)

Mississauga Western and Casino Night.

Friday, February 16
Live western-style music, barbecue beef dinner and gambling tables; grand prize airfare for two to London, England. All proceeds in aid of Erindale's Breakthrough campaign. Meeting Place, Erindale College. 6:30 p.m. Tickets \$12.50. Tickets and information: 828-5214.

The 1990 Kelth Professorship in Neurosurgery.

Tuesday, February 20 to Thursday, February 22.
Professor Jules Hardy, University of Montreal. Highlights include:

Tuesday, February 20
Address by Professor Jules Hardy, Cushings Disease, A Persisting Therapeutic Challenge. Auditorium, Toronto Western Hospital. 4:30 p.m.

Wednesday, February 21
Symposium: Pituitary Adenomas and Other Sellar Lesions. Auditorium, Toronto Western Hospital. 8 a.m. to 5 p.m.

Royal College of Physicians & Surgeons of Canada lecture by Professor Jules Hardy, Prolactinomas: Medical versus Surgical Therapy. Auditorium, Toronto Western Hospital.

Films

Innlis Winter Film Program.

Thursday, February 15
Films by Andy Warhol I.

Saturday, February 17
Films by Andy Warhol II. Innis Town Hall. 7 p.m. Tickets \$5. Information: 978-7790.

4 p.m.

Information and program: 369-5889.

Plays & Readings

Freedom to Read, Freedom to Write: More Than Event, An Issue.

Monday, February 12
Readings with Michele Landsberg, Patrick Lane, Tomson Highway and Lorna Crozier. George Ignatieff Theatre, 15 Devonshire Place. 8 p.m. (U of T Bookstore)

Cinders.

Wednesday to Sunday, February 14 to February 18
By Janusz Glowacki, directed by Henry Tarvalnen. University College Drama Programme production. Robert Gill Theatre. Performances at 8 p.m. except Sunday 2 p.m. Tickets \$7.50, students and seniors \$5. Reservations: Monday to Friday, 11 a.m. to 5 p.m., 978-7986.

Search Committees

Industrial relations

A SEARCH committee has been established to recommend a director for the Centre for Industrial Relations. Members are: Professor D.N. Dewees, associate dean, Division II, School of Graduate Studies (*chair*); D.M. Moggridge, associate dean, social sciences, Faculty of Arts & Science; J.B. Kervin, Centre for Industrial Relations; F.J. Reid and D.A.A. Stager, Department of Economics; Leonard Waverman, Centre for International Studies; and D.P. Keating, Department of Education; and K.A. Aspinall, graduate student; and N.L. Gottschalk, School of Graduate Studies (*secretary*).

The committee would be pleased to receive comments and submissions from interested persons. These should be forwarded by *February 23* to Professor D.N. Dewees at the School of Graduate Studies, 63 St. George St.

Theoretical astrophysics

A SEARCH committee has been established to recommend a director for the Canadian Institute for Theoretical Astrophysics. Members are: Professor Derek McCammond, associate dean, Division III, School of Graduate Studies (*chair*); Professors J. Richard Bond and Peter G. Martin, Canadian Institute for

Theoretical Astrophysics; Stephen S. Tobe, associate dean, mathematical, physical and life sciences, Faculty of Arts & Science; Henry A. Regier, Institute for Environmental Studies; David J. Rowe, Department of Physics; and Ernest R. Seaquist, Department of Astronomy; and Rachel Webster, University research fellow representative; Burkhard Burrow, graduate student, Department of Physics; and Barbara Cowan, School of Graduate Studies (*secretary*).

The committee would be pleased to receive nominations or recommendations from interested persons. These should be forwarded by *February 28* to Professor Derek McCammond at the School of Graduate Studies, 63 St. George St.

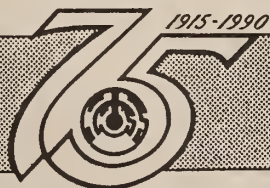
Policy analysis

A SEARCH committee has been established to recommend a director for the Institute for Policy Analysis. Members are: Professor Don Dewees, associate dean, Division II, School of Graduate Studies (*chair*); Professors Marsha Chandler, Department of Political Science; Michael Denny and Melvyn Fuss, Department of Economics; Donald Moggridge, associate dean, social sciences, Faculty of Arts & Science; and Richard Stren, Centre for Urban & Community Studies; and Amanuel Iyogun, graduate student, Department of Sociology; and Bernadette Lonergan, School of Graduate Studies (*secretary*).

The committee would be pleased to receive nominations or recommendations from interested persons. These should be forwarded by *February 24* to Professor Don Dewees at the School of Graduate Studies, 63 St. George St.

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Positions Elsewhere

Notice of the following vacancies has been received by the Office of the President.

Laurentian University

President

Send applications and nominations to: Mr. Alan A. Querny, Chair, Search Committee for the President, Office of the Board of Governors, Laurentian University, Ramsey Lake Road, Sudbury, Ont. P3E 2C6

Memorial University of Newfoundland

President

Send applications to: Dr. A.H. Roberts, Secretary, Presidential Search Committee, Memorial University of Newfoundland, St. John's, Nfld. A1C 5S7

International Development Research Centre, Ottawa

President

Send applications and nominations to: Dr. Robert C. McGinnis, Department of Plant Sciences, Faculty of Agriculture, University of Manitoba, Winnipeg, Man. R3T 2N2

University of Winnipeg

Dean of Continuing Education

For further information, contact: Ms. B. Archibald, Executive Assistant to the President, University of Winnipeg, S1S Portage Ave., Winnipeg, Man. R3B 2E9

Deakin University

Vice-Chancellor

(3 positions)
The three areas of responsibility are: academic programs including distance education; staffing and staff development; and research and development and commercial operations. Send applications to: Malcolm Skilbeck, Vice-Chancellor and Principal, Deakin University, Geelong, Victoria, Australia 3217

Pennsylvania State University

President

For further information, contact: Dr. Thomas L. Merritt, Chair, University Presidential Search and Screen Committee, Pennsylvania State University, 205C Old Main, Box AAUP, University Park, PA 16802

Dean, College of Liberal Arts

Send applications and nominations to: Dr. Ronald L. Filippelli, Chair, College of Liberal Arts Dean Search Committee, Pennsylvania State University, 201 Old Main, Box AAU, University Park, PA 16802

California Polytechnic State University

Vice-President for Academic Affairs and Senior Vice-President

Send applications to: Office of the President, California Polytechnic State University, San Luis Obispo, CA 93407

University of Illinois at Chicago

Associate Chancellor for Public Affairs

Further information can be ob-

tained from: Dr. Carol A. Berthold, Office of the Chancellor (M/C 102), University of Illinois at Chicago, Box 4348, Chicago, IL 60680

State University of New York at Buffalo

Dean, School of Management

For further information, contact: Dr. Judith E. Albino, Chair, Management Dean Search Committee, Associate Provost and Dean of the Graduate School, State University of New York, 549 Caspen Hall, Buffalo, NY 14260

Baylor College of Medicine

Dean of Graduate Sciences

Send applications and nominations to: Antonio M. Gotto, MD, Chair, Search Committee for the Dean of Graduate Sciences, Department of Medicine, Baylor College of Medicine, 656S Fannin, M.S. A-601, Houston, TX 77030

University of Wisconsin at Madison

Dean, School of Education

For further information, contact: Professor Andrew C. Porter, Chair, Search and Screen Committee, University of Wisconsin-Madison, 134 Bascom

Hall, Madison, WI 53706

Dean, School of Business

Send applications and nominations to: Professor Jerry J. Weygandt, Chair, Search and Screen Committee at the address above.

Dean of the Law School

Send applications to: Professor June M. Weisberger, Chair, Search and Screen Committee at the address above.

University of Florida at Gainesville

Dean, College of Architecture

For further information, contact: Karl Thorne, Chair, Dean Search Committee, 331 ARCH, College of Architecture, University of Florida, Gainesville, FL 32611

University of Illinois at Urbana-Champaign

Dean, School of Social Work

Interested applicants contact: Professor Julian Rappaport, Chair, Search Committee for the Dean of the School of Social Work, Office of the Vice-Chancellor for Academic Affairs, University of Illinois at Urbana-Champaign, 214 Swanlund Administration Building, 601 East John St., Champaign, IL 61820

PhD Orals

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

Tuesday, February 13

James Takashi Hinatsu, Department of Chemical Engineering & Applied Chemistry, "Voltammetric Behaviour of iron in Cement." Prof. F.R. Foulkes.

Thursday, February 15

Elena Corrigan, Department of Comparative Literature, "Patterns of Communication in Poetry: The Theoretical Work of Osip Mandel'stam and T.S. Eliot." Profs. L. Dolezel and E.W. Domville.

Friday, February 16

Calogero Ippolito, Department of Philosophy, "An Examination of Wiggins' Theory of Identity and Individuation." Prof. B.C. Katz.

Wednesday, February 21

Robert D. Lanning, Department of Education, "Mapping the Moral Self: Biography, State Formation and Education in Ontario, 1820-1920." Prof. D.W. Livingstone.

Friday, February 23

Elaine Theresa Vandenberg, Department of Chemistry, "Immobilization of Proteins on Derivatized Quarts and Silicon Supports: A Comparison of the Binding Density and Activity of Protein as a Function of the Surface Chemistry of the Support." Profs. U.J. Krull and M. Thompson.

Monday, February 26

Astrid-Anne Berrier, Department of French Language & Literature, "Tours de parole: theorie conversationnelle et pratique en français langue seconde au niveau universitaire." Prof. N. Maury.

Thursday, March 1

Roland Michael Tisch, Department of Medical Biophysics, "Assessment of IgM and IgD Receptor Function and Transcriptional Analysis of the ζ Heavy Chain Gene." Prof. N. Hozumi.

Marcia Faye Wiseman, Department of Anthropology, "A Diachronic Study of Lithic Blade Elements from the Souther Levant." Prof. M.R. Kleindienst.

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Ole Malacca also at 886 St. Clair Ave. West 654-2111
(Lunch special at 49 Baldwin St. only)

Research Notices

For further information and application forms for the following agencies, with the exception of the Banting & Best Diabetes Centre (978-4656), please contact ORA at 978-2163

Banting & Best Diabetes Centre

Hugh Sellers Fellowship

The fellowship is awarded to an applicant proposing to conduct research relevant to diabetes. A candidate must hold either an MD, DDS, DVM, PhD or equivalent degree. The amount of the award is equivalent to the MRC fellowship award and is for one year. Because of the small number of fellowships available candidates are encouraged to apply to other agencies and evidence of this should be submitted as part of the application along with a letter in support of the application from the potential supervisor.

Studentship Award

The award is offered to highly qualified graduate students who are undertaking full-time training in research relevant to diabetes and supervised by members of the centre. Applicants must be admitted in full standing to the School of Graduate Studies by the time the award is to take effect or already be enrolled in an MSc or PhD program at U of T. Those in combined MD/PhD programs may apply for the award to be held during any 12-month period in which they will spend at least two-thirds of their time working toward the PhD, in which case the award will be prorated. The amount of the award is equivalent to the MRC studentship award and is for one year. Because of the small number of studentships available, candidates are encouraged to apply to other agencies and evidence of this should be submitted as part of the application.

Details about both programs and application forms are available from the Banting & Best Diabetes Centre, 3 CCRW — 836, Toronto General Hospital, 978-4656. Deadline is March 1.

Ciba-Geigy/Medical Research Council

For 1990-1991 two new studentships are available under the Ciba-Geigy/MRC program for graduates from the Faculty of Pharmacy or Department of Pharmacology. Priorities are in the areas of cardiovas-

cular and anti-inflammatory research, bone metabolism and the central nervous system. Applications should be made on the appropriate MRC form.

Candidates who have already been awarded a studentship or fellowship under the program may apply for a yearly renewal up to a maximum of three years. Deadline is March 1.

Fight for Sight, Inc.

Support is available for ophthalmic and vision research under the following programs: grants-in-aid for pilot projects to a maximum of \$14,000; post-doctoral fellowships to a maximum of \$12,000; summer fellowships for a maximum of \$1,500. Applications for support outside the US will be considered in those instances where unusual opportunities for research exist, or where the application is found to be unique in concept. Deadline for all grants programs is March 1.

Health Innovation Fund

The premier of Ontario's Council on Health Strategy offers, under the health innovation fund program, support for new and innovative projects with the following objectives:

- to reduce inequities in health status across the province;
- to effect positive changes in consumer attitudes and behaviours regarding their individual/family health status;
- to demonstrate evidence of improved coordination in the delivery of services and programs that support health;
- to test new and cost effective methods for delivering these services;
- to improve access to existing health services for those individuals or groups of Ontario residents who have experienced difficulties in seeking out appropriate care.

The initial application form accompanied by a project summary will be reviewed by the council. Candidates deemed eligible will be asked to provide a complete and detailed outline of their project. Full details and application forms are available from ORA.

Investigators are reminded that the usual University application procedures are in place for this letter of intent. Deadlines are March 1 and October 1.

International Life Sciences Institute

The Human Nutrition Institute of ILSI is soliciting applications from PhD, MD or DDS recipients who propose research in the area of nutrition and aging. The fellowship award will be given for two years with a stipend of \$20,000 US per year.

There are no restrictions on citizenship or the country where research will be conducted, however, applicants must hold a full-time academic position at an institution with an established program in nutrition and/or aging and must have the support of a senior faculty member in the department in which the proposed research will be conducted. Deadline is March 15.

McDonnell-Pew Program in Cognitive Neuroscience

The program has been created to promote the development of research which attempts to understand human mental events by specifying how neural tissue carries out computations. Proposals may be interdisciplinary in nature, drawing on developments in clinical and basic neuroscience, computer science, psychology, linguistics and philosophy.

Funding is available for small grants-in-aid for a maximum of \$30,000 per year for two years. A limited number of awards are also offered to support training investigators in cognitive neuroscience. Further information and application format are available from ORA. Deadlines are March 1 and September 1.

Natural Science & Engineering Research Council

University Undergraduate Student Research Awards USRAs are available to Canadian citizens and permanent residents who are registered as full-time students in an eligible undergraduate program in the natural sciences or engineering. Students must have obtained a cumulative standing of at least second-class (B) and work under the supervision of a faculty member who holds an NSERC research grant. The awards have a stipend of \$800 per month for four consecutive months. Deadline is March 23.

Targeted Undergraduate Student Research Awards

A new program of USRAs for 1990-91 is specifically targeted for women undergraduates in the physical sciences or engineering. Eligible candidates

must have no fewer than five and no more than six academic terms remaining to complete the degree and must have obtained a first-class (A) average at the time of application. All other eligibility requirements are the same as the regular USRA program. Deadline is March 1.

Applicants for both programs may contact either their departmental chair or ORA for further details on nomination procedures.

Ontario Ministry of Health

The assistive devices branch has announced that the continence program pilot project has been put on hold until further notice.

World Wildlife Fund

In cooperation with Environment Canada, the fund offers support under two granting programs. The endangered species recovery fund sponsors high-priority conservation projects to assist the recovery of endangered wildlife and their natural habitats in Canada. Funding is available for between \$5,000 and \$10,000 per annum for three years. Deadlines are April 1, July 1, October 1 and January 1.

The wildlife toxicology fund supports high-calibre research on the effects of toxic chemicals on Canadian wildlife. Proposals will be supported on a matching basis up to one-half of the cost. Applications are accepted on an ongoing basis.

Upcoming Deadline Dates

Alzheimer's Disease & Related Disorders Association

Inc. — research grants and faculty scholar awards: February 16.

Banting & Best Diabetes Centre — Hugh Sellers fellowships; studentships: March 1.

Banting Research Foundation — research grants: March 1.

Canadian Foundation for Ileitis & Colitis — research grants: March 1.

Canadian Liver Foundation — studentships: February 15.

Cancer Research Institute (US) — fellowships: April 1 (please note change).

Cancer Research Society Inc. (Canada) — fellowships: February 15.

Ciba-Geigy/MRC — studentships: March 1.

Damon Runyon-Walter Winchell Cancer Research Fund — fellowships: March 15.

Easter Seal Research Institute — summer studentships: March 1.

Fight for Sight, Inc. — personnel awards and grants-in-aid: March 1.

French Ministry of Foreign Affairs — post-doctoral and research grants tenable in France: February 15.

Health Innovation Fund — letter of intent: March 1.

Health & Welfare Canada, NHRDP — MSc/PhD fellowships: February 15.

Heart & Stroke Foundation of Canada — symposia and workshops: March 1.

International Life Sciences Institute — fellowships (nutrition and aging): March 15.

Juvenile Diabetes Foundation (US) — research grants: March 1.

Kidney Foundation of Canada — summer studentships: February 15.

Charles A. Lindbergh Fund — (multidisciplinary) grants: March 1.

Medical Research Council — university/industry operating and equipment grants: March 1.

National Cancer Institute of Canada — Terry Fox team development grants (letter of intent): February 15.

NSERC — SSHRC/NSERC chairs in management of technological change: March 1;

university undergraduate student research awards (women only): March 1; regular USRA awards: March 23.

Ontario Ministry of Health

— assistive devices program (continence project): cancelled.

Parkinson Foundation of Canada — research grants: March 30.

Physicians' Services Inc. Foundation — research grants: March 19.

Sport Canada — applied sport research program: February 15.

University of Toronto, Life Sciences Committee of the Research Board — ranked applications for summer programs: February 28; Connaught Fund — phase I new staff grants: March 1.

Whitehall Foundation Inc. — (life sciences) research grants: March 1.

World Wildlife Fund — endangered species recovery fund: April 1; wildlife toxicology fund — any time.

Classified

continued from page 19

Applications are now being accepted for a Fellowship in Ocular Oncology at The Princess Margaret Hospital beginning July 1990. Contact: Dr. E.R. Simpson, Director of Ophthalmology, The Princess Margaret Hospital, 500 Sherbourne Street, Toronto, Ontario M4X 1K9. A Collaborative Ocular Melanoma Centre.

Custom research for your article, thesis, book, script, novel. Based in Manchester, I am your contact for historical, current data: museums, libraries, technical sources. Write to: Anna Malton, MSc., 10 Darley Ave., West

Didsbury, Manchester M20 8XF; electronic mail: amalton@cs.man.ac.uk (until May 1990).

Did either of your parents have a drinking problem? Are you having difficulties with relationships, work, depression, sexuality, expressiveness? Counselling available for Adult Children of Alcoholics. Student rates. Near U of T. Bob Metcalfe, M.Ed. 698-5172.

SINGERS WANTED: The Don Valley Chorus rehearses Tuesday evenings at St. Andrews Church, 2333 Victoria Park Ave. just south of the 401. An open invitation is extended to all women. Come join the fun. 625-0913.

Do your papers need polishing? I am a freelance editor, fluent in Hebrew, and can offer the following assistance with your academic papers, articles & books: revisions, grammar, style & flow, sentence structure & proof-reading. Please call: Randi Sokolsky, at 422-3779.

French-English translator willing to assist in research projects, including the reading and interpreting of French language books and articles required for English language studies. Experience in translation of original hand-written manuscripts. Patricia Bishop 922-2804.

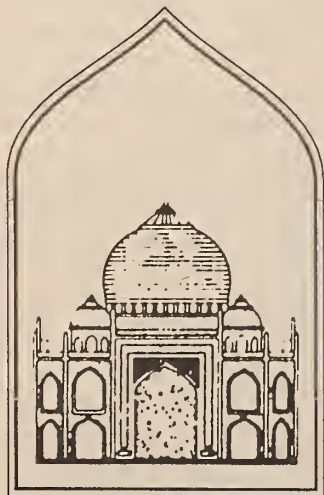


The Faculty Club

41 Willcocks Street
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Indian Week

February 26th - March 2nd, 1990



MAIN DINING ROOM
NOON - 2:00 p.m.

Kashmiri rogan josh
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Accommodation Rentals Available — Metro & Area

Bloor/U of T. Luxury studio apartments in renovated Victorian house. Laundry facilities, dining. Additional parking space. Extra. Completely equipped including microwave, china, dishes, linens, TV, etc. Immediate. Call 971-6094 or leave message.

Modern luxury town house, downtown, walk to Yonge/Summerhill subway, garden environment, close to all amenities. 3 bedrooms, 2 bathrooms, living, dining, family rooms. Washer, dryer, refrigerator, stove, dishwasher, intercom, venetian blinds, smoke detectors, broadloomed, air-conditioned. Owner pays taxes and maintenance fee. Occupancy at 2 weeks notice. Rent for \$2,700 per month plus utilities. 10 Walker Avenue. For appointment please call 924-9293.

Annex. Walk to university, Bloor/Spadina. Fully furnished luxury 6-room Victorian house, arch. redo., 2 bedrooms + study, 2 levels, 5 appliances, air, laundry, deck, 2 baths, parking. No pets, non-smokers, suit professional couple. July 1, 1990 — December 31, 1990 (flexible). \$1,500/month + utilities. References. Call Frank (O) 978-6038, (H) 962-9788.

Annex/U of T — elegant pent-house. 2 bedrooms + den, 2 baths, terraces. Spectacular view. Well-furnished & equipped. Parking. June 1 to September 1, flexible. References. \$1,350/month. 923-3046.

Harbord/Brunswick. Minutes to campus. Fully furnished, renovated Victorian house. 3 bedrooms, study, dining, living, large kitchen, pantry, 3 bathrooms, 5 appliances, microwave, central a/c. Quiet park across street. July/August for 1 year. \$1,800 + utilities. 978-4982 (O) or 960-4985 (H).

Bloor/Ossington. Bright, renovated one-bedroom upper in lovely Victorian with private entrance and deck. Close to subway. \$750. Available March 1 or April 1. 535-3981 evenings & weekends.

Sabbatical rental — Beach lakeside home. August 1990 to July 1991. Renovated 3-bedroom home on quiet cul-de-sac with beautiful lake view. Available fully furnished. Ideal for visiting professional. \$1,800/month. Inquiries 694-6229.

Charming home for one year from August 1, 1990. 15 minutes from university, quiet neighbourhood, subway line. Beautifully furnished, equipped, 3 bedrooms, study, 2½ baths, gourmet kitchen, piano, private drive, garage, local French immersion school. Car rental optional. References. \$2,400/month. Leonard Grahm 326-3383 (office), 463-6440 (home).

Bathurst/Harbord. Euclid Avenue. 5 rooms, 2nd and 3rd floor, completely private, separate front entrance. TTC across the street. 3 bedrooms, living-room and kitchen. All appliances, recently painted and floor sanded. Immediate occupancy. \$1,300 utilities included. Telephone 534-2613.

Ground-floor apartment twenty minutes walk to the campus. Fully furnished, seven appliances, air-conditioned, sleeps four. Non-smokers only, please. \$1,400 a month. Phone 928-6837. Available May 15 to September 30.

Eglinton/Mt. Pleasant — April to September (or part). 3-bedroom detached house, fully furnished and equipped, large garden, garage, basement laundry, dishwasher, air conditioning. \$1,400 + utilities. Responsible tenants only. Gerhard or Bernadette Pratt, 978-7105 or 481-3831.

Avenue Road/Bloor — on very quiet dead-end street. Large 2-bedroom, main floor of detached renovated Victorian house. High ceilings, charm, fireplace, 5 appliances, parking, storage. \$1,475 + utilities/month. Please call 481-4572.

Apartment — unfurnished. Bright, spacious, renovated 1-bedroom basement apartment. Separate entrance, laundry, walk-in closet, 5-minute walk to Main St. subway. \$650 plus utilities. Available March 1. Call 466-2504 or 881-1625.

Apartment — unfurnished. Attractive 2-bedroom main floor of bungalow on quiet street. Laundry, garden, 5-minute walk to Main St. subway. Available March 1. \$925 plus utilities. Call 466-2504 or 881-1625.

Toronto waterfront luxury condo, Marina Del Rey, 1 bedroom, 1½ baths, den, indoor parking, air-conditioned, 5 appliances and full health club facilities. \$1,175/month, call 833-5003.

Ajax. New two-storey home near GO-train, 401. Four bedrooms, 2½ bathrooms, family room, fireplace, dining/living-rooms, wall-to-wall carpets, major appliances, two-car garage. April/May 1990. \$1,300+. References. Ms. Michael 978-2550; Ms Youssef 431-1410.

Sublet for 6 or 7 months, \$785 per month. Furnished studio apartment with new grand piano. Kitchen and bath. St. George and Lowther. 2 minutes from subway, 3 minutes from St. George campus and OISE. Please contact: Mr. Anton Bujack 534-6381 or Sheila Malvern 640-3336.

St. Clair & Caledonia — renovated 2-bedroom, fully furnished, air-conditioned, central laundry, parking, yard. Short- or long-term. \$1,050 +. 651-9366.

Duplex, lower, 3 bedrooms, laundry, garage, walking distance to U of T. \$1,210 + hydro. Available March 1. 656-6160 evenings.

Yonge/Wellesley area — large, bright one-bedroom condo apartment. Hydro, heat, water, appliances, storage and parking included. Unfurnished \$900 per month. Call 967-5520, leave a message.

St. Clair & Dufferin — large 1-bedroom + sun room, brick, renovated, fully furnished, bay window, hardwood floors, yard, eat-in kitchen. \$850 +. 651-9366.

Annex 3-storey lovely Victorian house, high ceilinged, walk to U of T, fully furnished, Jacuzzi, fireplace, deck, garden, all appliances, \$1,800/month inclusive. Available June till August. Call 969-9048 early mornings and evenings.

Prime Annex/U of T. Luxury furnished bachelors in quiet renovated home located near all amenities. Ideal for graduate student. Fireplace, decks, parking. Below market rents, from \$595/month inclusive. 921-7655.

Annex/Brunswick/Bloor, small one-bedroom, own entrance, unfurnished, renovated, high ceiling, hardwood floors, quiet, second floor, \$700 plus utilities, immediate. Also: basement, own entrance, small one-bedroom, \$600 plus utilities. Laundry, non-smokers, singles. 923-9696.

College & Beverley. Beautiful lower duplex — this unique architectural design includes 1 bedroom, 2 bathrooms, air conditioning, fireplace, hardwood floors throughout, 6 appliances (including Jenn Air stove), sun-deck & parking. \$1,450 +. 581-1247.

Annex South, Palmerston Blvd. Beautifully renovated apartment, in house: two bedrooms, living-room, huge kitchen, deck, garden, parking. Minutes walk from campus, shopping, etc. Available March 1. \$1,195 + utilities. 925-7693.

Furnished or unfurnished room available in a renovated, clean and quiet house. Housekeeping service provided daily to common areas. One streetcar to U of T. Non-smokers. \$330 to \$350 per month. 469-4370.

Annex (Bloor/Spadina). Just restored Victorian. Two units: (1) 2 bedrooms, 2 bathrooms, parking, laundry, modern kitchen, carpeting, hardwood floors, \$1,195; (2) junior 1-bedroom, hardwood floors, modern kitchen, bathroom, track lighting, \$695. 781-1985, 787-4935.

Bloor/Jane. Beautiful newly renovated 3-bedroom house with a basement, hardwood floors, new blinds and 2 appliances. In quiet residential area close to major highways, TTC. All amenities. \$1,275 per month plus. References. 767-9404.

Downtown apartment on attractive quiet street near park, TTC, shops. Large, sunny 3-bedroom on 2 levels, new kitchen, dishwasher, hardwood floors, new broadloom, ceiling fans, bay window, large deck, laundry. \$1,250. 445-6880, 657-1415 evenings.

Self-contained 1-bedroom apartment in an elegant house. Available July 1990. \$550 per month. 656-6160 evenings, or write: Mrs. Daniels, 10 Bracondale Hill Road, Toronto M6G 3P4.

Bay/Bloor area, large 3-bedroom apartment (1400 sq. ft.), 2 full bathrooms, solarium, large kitchen. Rent \$1,677/month. Available March 1 or earlier by arrangement. Phone 967-1093.

Accommodation Rentals Required

Going away August 1990? Bet you thought you couldn't rent your

house for just one month. You can! If your house is 3+ bedrooms and you can rent it for the month of August, call Franca at 368-0040 now. What have you got to lose?

Visiting French professor and wife (no children) require furnished quiet accommodation (one- to two-bedroom) April 1 — September 1, 1990 within 20 minutes of the university. Maximum \$900/month including utilities. Dr. Cunnane 978-8356.

Faculty member and spouse seek 2- to 3-bedroom apartment, town house or house convenient to downtown campus for long-term rental. Have 2 cats & car. Call 926-9618.

Visiting professor from Regina seeks house to rent for July 1 to August 15. Must have 3+ bedrooms and 2+ bathrooms. If you can help, please call 443-1690.

Accommodation Shared

Danforth and Broadview. Professor or mature professional to share renovated house. TTC 15 minutes to U of T. Entire third floor: 2 rooms unfurnished, skylights, minibar, air-conditioned. House has all appliances, fireplace, yard. Street parking. Non-smoking, pet-free, organized, quiet. \$575. Maid & utilities included. Available immediately. Call Ken Shepard, Ph.D. 463-0423.

Dundas/Dovercourt. Just 10 minutes from campus, comfortable accommodation sharing 2 floors of a house with mature professional. Your bedroom has ½ bathroom. Backyard deck, appliances, laundry. Available immediately. Call Don 539-0499.

Downtown. Quiet female professional, non-smoker, to share with same 2-bedroom, 2-bath luxury apartment; lake view; a/c, broadloom, dishwasher, micro, full rec. & laundry facilities (own master bedroom, own bath/Jacuzzi). \$570 inclusive. Available March 13. Call Carrie 961-5809 or 947-0101.

House to share. Congenial woman professional with an interest in art and classical music seeks woman professional, or grad student, to share renovated home. Large, bright, attractive room. Large closet & storage space. Furnished or unfurnished. Two bathrooms, two fridges, deck. No pets or smoking. Kingston/Woodbine. \$450/month first and last. 690-3701. Please leave message.

Accommodation Out of Town

Kingston. Freelance writer, seldom home, has sunny furnished house to share. Own bedroom, study and sitting-room; share large country-style kitchen, bathroom. Big yard would suit gardener. \$350 inclusive per month. Call (613) 544-1793 before 9 a.m. or after 9 p.m.

Accommodation Overseas

Cambridge, England. For rent September 1990 — June 1991. Well-furnished, fully equipped, centrally heated, two-bedroom, Victorian terrace house with garden backing on the university cricket ground. Suit academic couple (two desks). Near university departments, city centre and railway station. Rent £450 per calendar month, plus utilities. Contact 978-5143 or 978-7781.

Vienna. Apartment to share in centre of Vienna from September to June. Own room, close to conservatory. Female music student only (strings, flute or voice). For information call (705) 526-2850.

Oxford, England. 3-bedroom furnished house. Living-room/fireplace, kitchen, spacious dining/playroom, double bedroom, room/bunks, single bedroom, 1½ baths, central heat. Available March, ½- or 1-year lease. £500/month (approximately \$1,000) plus utilities, taxes. (416) 483-7934 evenings. March 3-30, Oxford 011-44-865-510-651.

Accommodation Exchange

House near Bethesda, Maryland available for exchange with house in Toronto for one year beginning July-August 1990. 3 bedrooms, den, family room, living-room, furnished, 3-5 miles to Washington subway, 7.5 miles from N.I.H., no pets. Near elementary school. Robert Silverman, Pathology Dept., U.S.U.H.S., 4301 Jones Rd., Bethesda, MD 20814-4799, U.S.A. Phone (202) 295-3493.

Accommodation Bed & Breakfast

Rusholme Road Bed & Breakfast. Need accommodation for out-of-town guests/speakers? Consider Bed & Breakfast. Modest downtown accommodation on pleasant street at reasonable rates. Single \$35, double \$45. Reservations: 536-7804, Connie.

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Houses & Properties for Sale

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10 minutes by bus to Scarborough College. Stunning ravine setting on Morningside Park. Addition creates a sun-filled family-size kitchen & living-room, 4 bedrooms+, laundry, cold room, storage area & inviting entry hall. Fully landscaped. \$329,000, many extras such as appliances & custom-made cabinets. Call Wm. Dawson 694-1900 or 439-5402 (home).

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Miscellaneous

PASSPORT & VISA PHOTOS. Located in Toronto General Hospital, 101 College St., 3rd floor, room 802. 2 B/W Polaroid — \$7.50 (incl. tax; cash only). **Wednesday 11-1.** No appointment required. 340-4084.

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Devastation by indecision

TODAY, talk of the rape and pillage of the environment is common and often justified. The public gives a high priority to restoring the environment to health. But just when we need it most, the environmental movement has lost sight of its goals. Where before it was concerned to be well informed and credible, it now demands absolute solutions in a world that cannot accommodate them. The result of impossible demands is paralysis.

✦ ✦

The environmental movement began as a cry in the wilderness and grew as more people recognized the real threat of pollution. Frustrated citizens were not being heard or were being studiously ignored. Later the movement grew into a cottage industry with many competing branches. Now it has become a multi-national enterprise with vested interests of its own.

The members of the fledgling movement were well-informed interveners, supported by scientists and engineers, who kept a watching brief on the polluters. In the intervening years, they have come to resemble fanatics. Witness the picket lines at Baie Comeau last year, when I was sure we were about to witness our first casualty — and not from PCBs themselves, but from the actions of the protesters and police.

Where did it all begin and, more important, where will it end? Are some of the cries of environmental alarm unfounded? Will they contribute to cynicism in public opinion, to a situation in which the warnings of the interest groups are ignored, even when they are firmly founded in scientific fact? How are we to overcome paralysis and make the difficult trade-offs involved in environmental protection?

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To be an effective intervener, you must be organized and form a clearly identifiable group. You must also have access to accurate information on the subject of the intervention. Unfortunately, much of the information used by today's environmentalists is selected to support a particular position. Sources are rarely cited to validate statements and a balanced contrary view is never presented. The result is distortion.

The media, the major source of public information, never fail to tell us that PCBs "are believed to be linked to cancer." Journalists never say who believes this or tell us what kind of cancer they mean. They never identify the sources of this information, nor are their sources' qualifications presented to the public for scrutiny. Television news and daily papers feel no need to cite evidence incriminating PCBs or other "toxic substances" and the constant repetition has made the "facts" self-evident. But we would be hard pressed indeed to find any health scientist to say with any conviction that PCBs are a serious health problem. And we never hear from electrical workers who have worked up to their elbows in PCBs for years with no ill effects.

A respected environmental scientist told me that the role of the environmental interest groups is to maintain the anxiety level of society at a high enough level to ensure action. In an already overstressed society it seems quite irresponsible to artificially maintain a high level of public anxiety. The continual reference to cancer on radio and television and in newspapers and magazines incites fear and leads many unsuspecting persons to join protest groups. In any other context this attempt to manipulate public opinion would be called brainwashing.

Today, led by the protest groups, society appears to want the removal of every last molecule of every organic substance that may have been associated at any concentration with any disorder at any time. We seek a zero-risk environment while permitting, even encouraging, other high-risk activities, such as driving a car. The consequences of this contradictory public attitude are grave. Faced with real problems, unable to make real choices, we simply fail to act.

The PCB issue is symptomatic. Locked in a cargo vessel, the PCB residues from St. Basil-le-Grand made a return trip across the Atlantic, turned back in Britain by Greenpeace, the environmental group. In another case, more than \$1 million was spent in northern Ontario to deal with the spill of a very small amount of PCBs on the trans-Canada highway. And these incidents occurred despite the fact that facilities to destroy this material already exist in Canada.

Much of our confusion results from our new-found ability to detect complex substances at ever lower concentrations. Now some of us may be able to understand the concept of parts-per-billion or parts-per-quadrillion, but we are quite unable to predict with any degree of certainty the impact of infinitesimal concentrations of most substances on the public health. (I call this fear of infinitesimal quantities of complex substances *microchemophobia*.) Protest groups claim that absolute safety cannot be assured, and they are right, but surely no one would suggest that the storage of PCBs awaiting an accidental fire at St. Basil-le-Grand provides an ecologically safer solution than the engineered and controlled combustion in a cement or other rotary kiln designed for the purpose.

There is no doubt that hazardous chemicals pose serious environmental problems. Indeed, we established the Ontario Waste Management Corporation in 1981 to deal with them. But the corporation has not been able to dispose of these substances because so many people read the papers and watch TV and "know" that disposal of wastes is dangerous. That other countries have succeeded isn't news. Denmark, Germany, Finland, France and the United States now have treatment and disposal facilities operating on sites near the industrial facilities that use the materials in their manufacturing processes. Moreover, the local people are apparently quite happy with this arrangement; in fact, they are frequently critical of the local petroleum refinery more because it releases the odd puff of unpleasant-smelling odour.

In most of Canada we have failed to learn by the example of others. We prefer paralysis. As we agonize and procrastinate over PCBs, other environmental problems are ignored. Consider the question of Metropolitan Toronto's solid wastes. The commissioner of works says that unless the impasse is overcome soon and some acceptable method of disposal is approved, Metro will have to leave garbage in the streets. Is there anyone

who would say that this is an ecologically superior means of disposal? But no community wants other people's waste in its backyard, because we all read the newspapers and watch the television and do not believe the scientists and engineers. If the commissioner proposes any solution a well-organized protest group will no doubt arrive in a fleet of buses to intimidate the Metro Council and defeat the proposal, whatever it is.

The current environmental crusades are highly specialized and often contradictory. We are asked, for instance, to ban both the practice of using refuse for landfill and of incinerating it. We are asked, in fact, to ban anything that could conceivably solve the garbage problems of large municipalities. The protest groups consistently fail to examine the scientific facts supporting the safety or, to put it accurately, the relative merits of any of the proposed solutions.

We complain, quite justifiably, of government overspending, high taxation and high interest rates, and yet we insist that the government take action on the environment. But before it can act, we demand zero effluent and no risk. Changes in manufacturing technology brought about in response to societal demand can and will reduce the pollution of our planet. But attempting to bring about the absolute elimination of all contaminants would consume our entire gross domestic product and still not achieve the objective.

Society is now in a complete state of confusion, unable to differentiate between real problems and imaginary ones. Ironically, the environmental movement and the media — those who alerted us to the dangers in the first place — are making it impossible for us to choose. And yet choices, difficult ones, are essential. We must come to terms with the fact that we face trade-offs — between incineration and controlling air pollu-

tion, burying wastes and recycling.

Never in the history of environmental management has the concept of trade-off been so critical. And yet even highly intelligent, well-educated people are having trouble deciding which crusade to follow, what to trade off against what. Which is the biggest threat, to burn wastes or do nothing? But by our indecision, we are in fact making decisions in favour of the status quo — the most dangerous and environmentally devastating course possible.

The only way to optimize the use of our intellectual and physical resources is by making trade-offs and applying our finite resources to the issues of major concern, not by dissipating them on demonstrably trivial problems.

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I have been a professional in the field of pollution control since the late 1940s. I am therefore quite aware of "where we came from." In those days, it was almost impossible to persuade a local municipal council to build a sewage treatment plant. The rivers will wash it away, the politicians said; the lakes are large, the oceans larger, we were told. This was the response 45 years ago. I agree that we must never again return to that level of public indifference.

Environmental groups are invaluable as a conscience and exposé of blatant pollution. However, when they dedicate their activities to condemning the best available solutions they may become counter-productive, even dangerous. They must understand that the vast majority of scientists are not the controlled vassals of greedy industry, but honest, well-informed people who are just as concerned as they are about the good of the planet. So let's learn from the scientifically literate and not seek the technological and scientific approval of well-meaning amateurs.



Professor Philip Jones, founding director of the Institute for Environmental Studies.

JEWEL RANDOLPH